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Town of Natick



*Street Hockey Tournament at the Johnson School Rink
Recreation and Parks Assistant Superintendent, Dan Keefe, with Grades 3-6*

Annual Town Report 2004

Photographer: Jon Marshall, Program Coordinator
Recreation and Parks Department

2004 Annual Town Report

Dedicated to Sebastian F. Grupposo

The Town of Natick takes pleasure in dedicating this year's Annual Town Report to, Mr. Sebastian "Busty" Grupposo. Born in 1918, he was educated in the Natick school system, and graduated with NHS class of 1936. He and his wife of 60 years, Anastasia, have made Natick their home. Proud of his three children and eleven grandchildren, this lifelong resident considers himself a fortunate man, many times blessed, who feels it is an honor to serve his community.



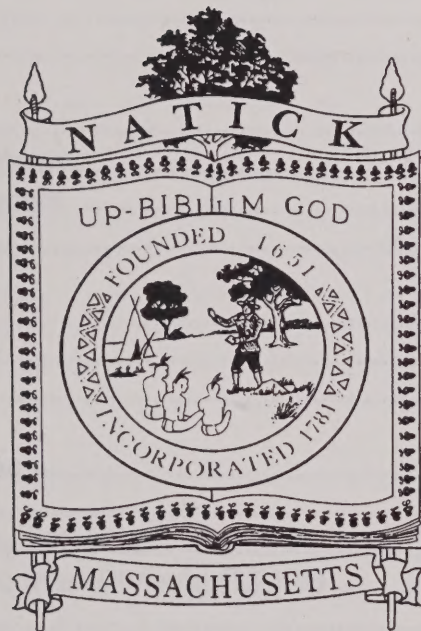
Mr. Grupposo, a man of commitment, chose a military career which spanned 38 years and earned him several medals of distinction. He served 4 1/2 years active duty in Europe with the United States Army during World War II. He retired from the National Guard on June 30, 1978 and you can still see him marching today in honor of our soldiers in Natick's Memorial and Veterans' Day Parades.

In March of 1983, "Busty" was elected Constable and still serves in that capacity. He has been an active member of Town Meeting since 1981 and also serves as Precinct Warden. In 1989, with the retirement of long time Veterans Director, Michael Torti, Mr. Grupposo was asked to fill that position, and without hesitation he willingly took on the responsibility. Since January of 1990, he has served as the Town's Parking Clerk. The Town is thankful for his work in this important and difficult role. Mr. Grupposo also volunteers his time and efforts to the Town Report Committee. Mr. Grupposo, whose constant attendance at various Board meetings, again, shows his loyalty, concern, and interest for the future of his Town.

This year's annual report of the Town of Natick is dedicated to Sebastian F. Grupposo, who, throughout his many years of dedication and service to the Town he so loves, has made the community a better place to live. This report is but a small recognition of Sebastian's special place in Natick.

225th Annual Report
of The

Town of Natick
MASSACHUSETTS



Year Ending December 31, 2004

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Talent Bank Application

Board of Selectmen

Natick Town Hall
13 East Central Street
Natick, Massachusetts 01760

Name: _____ Telephone: _____

Address: _____ Precinct: _____

Occupation: _____ Employer/School: _____

Business Address: _____ Telephone: _____

Paid Experience: _____

Volunteer Experience: _____

Skills, Interests, Hobbies: _____

Other Background: _____

Availability: School Year _____ Summer _____ As Needed _____

Time: Days _____ Evenings _____ Weekends _____ As Needed _____

Special Interest: _____

Retirees for Calendar Year 2004

<i>Employee Name</i>	<i>Department</i>	<i>Date of Retirement</i>
Ash, Gerald	Natick High School	June 30, 2004
Bell, William	Pupil Personnel Services	July 5, 2004
Bliss, Gary	Public Works	May 28, 2004
Breen, Mary	Kennedy Middle School	June 30, 2004
Buckley, John	Kennedy Middle School	June 30, 2004
Corrazzini, Anne	School Department	January 2, 2004
Corscadden, Helen	Pupil Personnel Services	September 30, 2004
Dempsey, Kathleen	Johnson School	June 25, 2004
Donovan, Ann	Memorial School	June 30, 2004
Farmelant, Gerald	Kennedy Middle School	June 30, 2004
Franciose, Joseph	Natick Fire Department	August 4, 2004
Gleeson, Caryl	Ben-Hem School	December 11, 2004
Gobron, Laura	Memorial school	June 30, 2004
Grasfield, Sandra	School Library	June 30, 2004]
Grassey, Alfred	Natick Police Department	September 7, 2004
Houston, Bruce	Wilson Middle School	June 25, 2004
Kermode, Gwen	Human Services	March 4, 2004
Levin, Judith	Pupil Personnel Services	June 30, 2004
Longtine, Jeffrey	Natick Police Department	October 29, 2004
Mandell, Ellen	Natick High School	June 30, 2004
Mann, Arthur	Natick High School	October 1, 2004
Marmorek, Kathleen	Guidance Services	June 30, 2004
McLaughlin, Marcella	Natick High School	June 30, 2004
McParland, Gerard	Natick Fire Department	December 31, 2004
Moran, John	Natick High School	August 31, 2004
Musser-Castino, Brenda	Morse Library	October 15, 2004
O'Connor, Herbert	Kennedy Middle School	January 1, 2004
Pearl, Janet	Memorial School	June 30, 2004
Peskin, Stuart	Ben-Hem School	August 31, 2004
Rose, Barbara	Brown School	June 30, 2004
Rowan, John	Wilson Middle School	June 30, 2004
Rylko, W. Russell	Wilson Middle School	June 30, 2004
Sombaret, Russell	Public Works - Engineering	February 1, 2004
Taylor, Andrea	School Library	June 30, 2004
Thomas, Mary	Johnson School	June 20, 2004
VanTassel, William	Natick Fire Department	August 7, 2004
Webb, James	Natick High School	November 16, 2004
Wells, Patricia	Memorial School	August 23, 2004

General Statistics

Natick was incorporated as a Town on February 19, 1781.

Location: 18 miles west of Boston

Population: 32,170

Registered Voters: (December 31, 2004)

Democratic	6250	Socialist	1	Green Rainbow Party	34
Republican	2880	Int. 3 rd Party	8	America 1st Party	2
Unenrolled	10,305	Libertarian Party	77	Reform Party	2
				Green Party USA	1
Total		19,560			

Area:	15.99 square miles
Town Offices:	Town Hall, 13 East Central Street
State Senators:	David Magnani, Framingham; Scott Brown Needham
United States Senators:	Edward M. Kennedy and John F. Kerry
Representative in Congress:	Edward Markey, Malden (7 th Congressional Dist.)
Representative in House:	David Paul Linsky (5 th Middlesex Dist.) Alice Hanlon Peisch (14 th Norfolk District)

Voting Qualifications: Must be 18 years of age on or before Election Day, born in the United States or fully naturalized; a resident of Natick.

Registration of Voters: Town Clerk's Office, 13 East Central Street, daily from 8:00 a.m. to 5:00 p.m.

<u>Where to Vote (Precinct Numbers):</u>	
Kennedy Middle School, 163 Mill Street	(1)
Cole Recreational Center, 179 Boden Lane	(2)
Kennedy Middle School, 163 Mill Street	(3)
Wilson Middle School, 24 Rutledge Road	(4)
Wilson Middle School, 24 Rutledge Road	(5)
Lilja School, 41 Bacon Street at Oak Street	(6)
Lilja School, 41 Bacon Street at Oak Street	(7)
Natick High School, 15 West Street	(8)
Morse Institute Library, 14 East Central Street	(9)
Memorial School, 107 Eliot Street	(10)

TAX BILLS: Due and payable in quarterly installments; August 1st, November 1st, February 1st, and May 1st. Interest accrued on all taxes, betterments and liens, not paid by the due date at the rate of 14% per annum, on the unpaid balance, from the due date to the date of payment.

Town Officials



Natick Board of Selectmen

Elected Town Officials	Term Expires
Board of Selectmen	<div>John Ciccariello, Chairperson 2007</div> <div>Jay H. Ball, V. Chair 2006</div> <div>Charles M. Hughes, Clerk 2005</div> <div>Paul R. McKinley 2005</div> <div>John Connolly 2007</div>
Board of Assessors	<div>Janice M. Dangelo 2007</div> <div>Molly K. Reed 2006</div> <div>Peter J. Foundas 2005</div>
Board of Health	<div>Donald Breda 2007</div> <div>Peter Delli Colli, DMD 2006</div> <div>Michael Bliss 2005</div> <div>Anthony G. Capobianco, M.D. Phys. To Bd.</div>
Constables	<div>Thomas Morris 2007</div> <div>Sebastian Gruppiso 2007</div> <div>Barry R. Newman 2007</div> <div>David Webb 2007</div> <div>Paul E. Carew 2007</div> <div>Robert Raisch 2007</div>

Elected Town Officials	Term Expires	
Housing Authority	Virginia M. Doucette	2009
	James M. White	2008
	Paul E. Carew (State Appointee)	2007
	Anthony J. Onorato	2006
	Edward J. Hurst	2005
Moderator	Paul Connolly	2007
Morse Institute	Marshall Lebowitz	2008
	Elliot M. Goodman	2008
	Joseph A. Keefe	2008
	Harriet Buckingham	2008
	Kathleen Donovan	2008
Planning Board	Robert Foster	2009
	Robert W. Eisenmenger	2008
	Julian J. Munnich	2007
	George Richards, III	2006
	Kenneth Soderholm	2005
<i>Associate Member</i>	Andrew J. Meyer	2007
Recreation & Parks Commission	Christine Polito	2007
	Ronald V. Ordway, Sr.	2007
	David W. Ordway	2006
	Michael J. Fair	2005
	John Griffith	2005
School Committee	David J. Murphy	2007
	Edward J. Wynne	2007
	Henry W. Haugland	2007
	Diane B. Packer	2006
	Jonathan Freedman	2005
	Peggy A. Broekel	2005
	Frederick Wynn, Jr.	2005
Town Clerk	Jane M. Hladick	2007

Town Officials Appointed by Selectmen		Term Expires
Chief of Police	Dennis R. Mannix	CS *
Comptroller	E. Ruthann Cashman	2003
Dir. Of Veterans Services	John M. MacGillivray	2004
Emergency Management Director	Dennis R. Mannix	
Asst. Emergency Management Dir.	James M. Brien	
Fire Chief	James M. Brien	CS *
Labor Relations Consultant	Murphy, Hesse, Toomey & Lehane	
Lock-Up-Keeper	Dennis R. Mannix	2005
Parking Clerk	Sebastian F. Grupposo	
Regional Transportation Adv. Council	Sarkis Sarkisian	2007
Rep. To MBTA Adv. Board	Karen Schlosberg	2007
Rep. To Metropolitan Area Planning Council	Robert Eisenmenger	2007
Rep. To MWRA Adv. Board	John Craig	2006
Rep. To South Middlesex Opportunity Council	Dorothy Kennedy	2005
Reps. To MetroWest Growth Mgmt. Com.	Paul McKinley	
	Robert Eisenmenger	
South Middlesex Regional Vocational School Reps.		
	Tassos Filledes	2006
	Stephen Kane	2005
Town Administrator	Philip E. Lemnios	2005
Town Counsel	Murphy, Hesse, Toomey & Lehane	
	(John P. Flynn)	2005
Veterans Burial Officer	John M. MacGillivray	2004

* - Civil Service

Committees Appointed by the Bd. Of Selectmen		Term Expires
Bacon Free Library Maintenance Com.	Erin Cummings	2007
	Michael Collins	2007
	Jeanne Cosmos	2007
	John Newton	2005
	Ruth Fox	2005
Bicycle & Pedestrian Advisory Committee	Cynthia DeRosa	2007
	Mel Albert	2007
	A. Richard Miller	2007
	Stephen Broadley	2006
	Susan Geiser	2006
	Jill Miller	2005
Cable Advisory Board	Cory Lovett	2005
	Hank Szretter	2006
	Arnold Pinsley	2006
	Martha Jones	2006
	Rod Feak	2005
	Ron Ordway	2005
Conservation Commission	Paul Ladd	2004
	Douglas Shepard	2007
	Bernard Raftery	2007
	Matthew Gardner	2007
	George Bain	2006
	Randy Johnson	2006
Contributory Retirement Board	Kathy Rehl	2005
	Jason Makofsky	2005
	David A. Given	2006
	John D. Mahaney	2006
	Robert J. Drew	2005
	Michael Melchiorri	2005
Council on Aging	E. Ruthann Cashman (Ex. Officio)	
	Gisele Woodward	2007
	Jerry Pierce	2007
	Susan Sullivan	2006
	Fay DeAvignon	2005
	Jean Cain	2005
	Dino Trubiano	2005
	Karen Oakley	2005
Elderly & Disabled Taxation Fund Committee	Ruth Rogers (Hon. Member)	
	Ralph Letner	2006
	Joseph P. Imparato	2004
	Jan Dangelo (Board of Assessors)	
	Melanie Phillips (Treasurer/Collector)	

Committees Appointed by the Bd. Of Selectmen	Term Expires
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Historical Commission	Virginia Lyster	2007
	Edna G. Sargent	2006
	Kathleen Broomer	2006
	Stephen Evers	2006
	Elliot Goodman	2005
	David Achenback	2005
<i>Alternate Members</i>	Nancy Lavash	2006
	Anna Mancini	2006
Historic District Commission	Jeannine Furrer	2007
	Patricia Marr	2007
	Paul Felopulos	2007
	Laura Duncan	2006
	Mark Balk	2006
	Roxanne Fancourt	2005
	D. Michael Collins	2005
<i>Alternate Members</i>	William Proia	2006
	Ryan Applegate	2005
	Christopher Milford	2005
Information Systems Advisory Board	Roger Beer	2006
	Gwendolyn Sams-Lynch	2006
	Hank Szretter	2006
	Marc Elliott	2005
	Kenneth Chernack	2005
Natick Cultural Council	Avigail Shimshoni	2006
	Kristin DeSimone	2006
	Eric Ruben	2006
	Deborah Parritt	2006
	Teresa Pagliuca	2006
	Barbara Little	2005
	Amy Lawler	2005
Open Space Advisory Committee	Cathi Ianno Fournier	2005
	David Ordway	2007
	Tim Collins	2007
	George Bain	2006
	Martin Kessel	2006
	David Dimmick	2006
	Michael Caccavalle	2005
Recreation & Parks Commission	Robert Eisenmenger	2005
	Seth Levine	2007
	Timothy Kelley	2007
	Wayne Szretter	2006
	Stephen Carty	2005

Committees Appointed by the Bd. Of Selectmen Term Expires

Recycling Study & Advisory Committee	Jeanne Stanton	2007
	Nancy J. Higgins	2007
	Terry Miller	2006
	Pat Severance	2006
	Frank McDonough	2005
	Christopher Banthin	2005
Registrars of Voters	David Eaton (Republican)	2007
	Richard Philben (Democrat)	2006
	Blanche Eaton (Republican)	2005
	Jane M. Hladick (Dem./Town Clerk)	
Town Forest Committee	Peter Frykman	2007
	Paul Spurling	2006
	Dan Spurling	2006
	Ann Marie Regan	2005
	Wayne Chouinard	2005
Youth Advisory Board	Igor Minevich	2007
	Jeffrey Geissler	2006
	Adhiti Kannan	2005
	Zachary Garafalo	2005
	Kenneth Kuehnast	2005
	Valeria Barbier	2005
Zoning Board of Appeals	Robert Troccolo	2007
	Stephen Perry	2006
	Ronald Lustig	2005
	James Fletcher	2005
	Robert Havener	2005
<i>Associate Members</i>	Deborah Nelson	2007
	Paul Mulkerron	2006
	Laura Godin	2005

Special Municipal Employees

Finance Committee	2005
Constables	2005

Officers Appointed by the Town Administrator	Term Expires
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Community Development Director	Sarkis Sarkisian	2004
Deputy Town Administrator	Stephen P. Lisauskas	
Director of Department of Public Works	Charles J. Sisitsky	
Animal Control Officer	Keith Tosi	
Inspector of Buildings	Michael Melchiorri	
Local Inspector	Michael Connelly	CS
Sealer of Weights & Measures	Joseph Mulvey	CS
Town Treasurer/Collector	Robert Palmer	2004
Tree Warden & Insect and Pest Control Supt.	John Cunniff	

Committees Appointed by the Town Adm.	Term Expires
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Commission on Disability	Gwen Kermode	2005
	Melvin Hirsh	2004
	Ron Ordway	2003
	Joan Sherizen	2003
	Cheryl Freier	2003
Golf Course Oversight Committee	David Baier	2005
	Steven Carty	
	Paul Power	
Personnel Board	Susan G. Salamoff	2007
	Steven Levinsky	2006
	Kenneth Goldman	2006
	Alan Rosenman	2005
	Thomas Cartier	2005
Safety Committee	Chief Dennis Mannix	
	Chief James Brien	
	Michael Melchiorri	
	Sgt. Robert Davis	
	Sarkis Sarkisian	
	Peg Broekel	
	Charles Sisitsky	
	Robert Ward, Sr.	
	Ronald Ordway (Citizen at Large)	
	John Slamin (Citizen at Large)	

Committees Appointed by the Town Adm.	Term Expires
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Town Report Committee	Sebastian Grupposo Maureen Fleming Thomas Morris Jane M. Hladick
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Committees Appointed by The Moderator	Term Expires
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Finance Committee	John R. Culkin	2005
	Frank W. Foss	2006
	Carol A. Gloff	2005
	Paul Griesmer	2005
	Wilson E. Idzal	2006
	Richard Jennett	2006
	William J. Proia, Jr.	2006
	Catherine Matzilevich	2005
	Lynn Mattice	2007
	Dominic Mirante	2006
	John Moran	2007
	Craig Ross	2006
	Robert Severence	2007
	Christine Weithman	2007
	Bruce Wright	2007

Natick High School

Graduating Class of 2004

Sonia Malgorzata Adach
Heather Anne Albanese
Eduardo T. Almeida
Timur A. Alperovich
Madeleine A. Alterio
Ashley Tamara Alvaro
Anthony F. Amendola
Michael Scott Andersen
Adam Seth Androphy
Stephanie Elizabeth Annis
Christina Marie Arsenault
Jennifer M. Balboni
Michael Dennis Barbo
Thomas Boyd Barrick
Jared A. Barton
Sarah E. Bedell
Melissa Laura Benchley
Ross Ramsay Berge
Melissa A. Berkowitz
Rachel Ann Bernfeld
Alisa Beshner
Katherine E. Betts
Lauren Ashley Biggieri
Lakia A. Bing
John Alexander Borghi
Elisabeth Ashley Brady
Agostina Bruno
Jayson S. Brynild
Timothy W. Bullock
Alaistar A. Campbell
Maria Franchesia Campo
Andrea Marie Carrasquillo
Kearny A. Carrigg
Dean D. Casali
Nicole Cherie Cavicchi
Michael E. Chiavarini
Tessa Leigh Childs
Bailey Elizabeth Christie
Daniel Francis Ciocca
Jacob Forrest Cohen
Charles Anthony Colella
Keryn Lianne Connelly
Anthony A. Conrad
Ashley D. Constantine
Joshua Devon Cook
Pete Cosmos
Holly Ann Cote
Jason William Croft
Meghan Elizabeth Croft
Christopher W. Curtis

Matthew F. Daigle
Amanda Davidson
Ashley Rita Davidson
Lisa Carolyne Davis
Peter Anthony DeMasi
Regine Desir
Melissa Janet Devane
Jonathan Robert DiPietro
Stephanie E. Donahue
Meghan Elizabeth Donnelly
Stephanie Marie Drown
Westley L. Drury
Spencer D. Dufton
Vasiliki B. Dunford
Christinia Elisa Dunn
Timothy Curtiss Dyer
Rachel Kathryn Etheredge
J. Zachary Farley
Nicole M. Faubert
Cara M. Ferry
Margot Anne Finn
Daniel Robert Finucane
Justin Anthony Fleming
Kevin William Fleming
Brooke Anne Flutie
Emily Gillmore Force
Michael Gregory Freedman
Cassandra Eileen Freer
William Fuentes
Betar Maurkah Gallant
Timothy Severn Gammons
Zachary J. Garafalo
Katharine Corbett Gifford
Jeremy Scott Glenn
Allen Ariff Glick
Anna Gnatyuk
Mark D. Granger
Likica D. Greva
David Porter Griffith
Christopher Corey Hampton
Karam Z. Hanna
Tim W. Hanson
Jennifer Blaine Hardy
Carter D. Hastings
Timothy F. Hayes
Elise Catherine Heinold
Andrew Thomas Hernandez
Craig Michael Hewitt
Jennifer Lynn Heyde
Sean Michael Hladick

Sean P. Holt
Alison Lindsley Hulton
Samantha Rose Hurwitz
Jeffrey Benjamin Iken
Christopher James Janis
Timothy John Jencunas
Thomas Lanyon Jenkins
Leah Michelle Johanson
Benjamin M. Jones
Meaghan E. Kacavich
Allison Arielle Kahn
Neal Kalra
Akshara Kannan
Emily Clare Keane
Shane Patrick Keefe
Caitlin K. Kennedy
Benjamin Phillip Kessel
Jessica Anne Klein
Matthew Trevor Klein
Petr Kocis
Sarah Ann Kornblum
Sabrina Anne LaFleur
Carolyn Ann Lally
Christian Robert Laurence
Phillippe S. Law
Christopher K. LeBoeuf
Corey Peng Ledoux
Christopher P. Lee
Eric Walter Lee
Jason K. Leese
Craig J. Leshinski
Danielle M. Leshinski
Michelle R. Leverone
David R. Locke
Darius L. Loftis
Christine Elizabeth Logue
Deserae Marie Loring
Brian Nicholas Lucenta
Darrah Joy Lustig
Joanna C. Macone
John Jambo Madut
Patrick Joseph Maguire
Kaitlin A. Maltz
Jessica M. Manchester
James Andrew Manning
Anthony Walter Maressa
Edward D. Marini
Alexander Hallowell Martin
Nicole Raychelle Martin
Sarah E. Martyn
Jacob Samuel Massar

Natick High School

Graduating Class of 2004

Matthew Christian McCall
 Melanie Lynne McCormick
 Melissa Anne McGill
 Kaylin Rose McKenna
 Christopher R. McMaster
 Christopher Robert McNally
 Amanda Rebecca Melchiorri
 John James Mello
 Sarah M. Meloni
 Ani L. Mesrobian
 Igor M. Minevich
 Christopher John Mitchell
 Matthew William Mitchell
 Casey Madeleine Moran
 Emma G. Morelli
 Katherine F. Mosher
 Joshua Ndungutse Mpagazehe
 David F. Mucciarone
 Alexander Walter Mulcahy
 Meghan Murphy
 Judy Kam-Suen Ngan
 Colin V. Nguyen
 Saila Anastasia Nieminen
 Christopher Peter Nunziata
 Meredith Laura O'Connor
 Kristen Marie O'Neil
 Daniel Kenneth O'Reilly, Jr.
 Krystle Lee Orlando
 Jonah K. Ostroff
 Evan Pagliuca
 James Papadopoulos
 Nikoleta Forbes Papadopoulos
 Thomas Michael Pappas
 Richard Lawrence Paquette III
 Wes L. Parker
 Manish P. Patel
 Kenneth C. Payton
 Danielle Lynette Peloquin
 Jeffrey David Pettengill
 Elizabeth F. Phillips
 Elissa Sabol Portman
 Debra R. Powell
 Kimberly A. Pownell
 Alexander P. Psathas
 Baila Elizabeth Punch
 Megan Colleen Purcell
 Felicia Marie Quesada
 Brendan Murphy Quinn
 Benjamin D. Rabinow
 Ashley Paige Raithel
 Charlotte Adele Rea

Matthew Stephen Rebula
 Blake A. Reef
 Alicia Lourdes Reina
 Shannon Marie Riley
 Francis A. Roberts IV
 Karen Elaine Robichaud
 John J. Rooney
 Selene Noel Rosenberg
 Christopher James Ross
 Meredith Margaret Rourke
 Lindsay Nicole Salerno
 Lee-Anne Sandel
 Caitlin Elizabeth Saulnier
 Michael Robert Sbordone
 Kevin James Scannell
 Estee Carol Schmaltz
 Jill Meredith Schneider
 Nicole Eve Selsov
 Diane Jean Seltzer
 Ariel R. Shagory
 Daniel Zohar Shamir
 Victoria Alexandra Sharapova
 Elizabeth Ann Shea
 Ka-Un Vania Shih
 Bonnie D. Shumrak
 Eric Lee Siggins
 Tom Alan Smart
 Jonathan Matthew Soo
 Danielle Nerissa Spencer
 Leon Spitserev
 Wally W. St. Vil
 Tyler Jason Stahl
 Brian D. Stark
 Whitney Elizabeth Stone
 Andrew Paul Sullivan
 Kevin W. Sullivan
 Kimberly F. Sullivan
 Nicole Marie Sulzen
 Ralph Richard Syllien
 William Michael Symonds
 Jill Elizabeth Terestre
 Anthony Philip Todesco
 Anthony J. Tomasetti
 Cynthia L. Tong
 Whitney Ann Tripp
 Jacqueline Elizabeth Venckus
 Joseph Bruce Ventura
 Alexander Nicholas Visnick

Loria A. Waldman
 Katherine Anastasia Walsh
 Patrick Martin Walsh
 Dana F. Webb
 Janae Marie White
 Nicholas Scott Wilkinson
 Jeffrey S. Williams
 Kenneth Curtis Williams
 Zonya Williams
 Robert Lawrence Williamson
 Kimberly Aleese Wofford
 Abagael Louise Worcester
 Crystal Lee Wright
 Amy Danielle Zadra

Section 1

*Annual Reports from Town Departments,
Committees, Boards and Commissions*

General Government

Board of Selectmen & Town Administrator

In January the Board of Selectmen continued to pursue a legislative solution to the issue of allowing non-profit clubs holding alcohol licenses to serve alcohol at functions that raise funds for the clubs charitable purposes. Ultimately with the assistance of our legislative delegation the issue was resolved in a manner that would allow the clubs to serve alcohol to non-members attending these functions.

The Board of Selectmen received a \$50,000 grant from the Commonwealth to study potential uses for the Town owned land currently occupied by the Courthouse and Senior Center and the closed adjacent Armory building. An Armory Re-Use Advisory Committee was formed with representatives from the Board of Selectmen, Planning Board, Council on Aging, Finance Committee and Citizens at-large. The Committee met weekly for several months and presented the Board with several options that included redeveloping the site for a joint housing/senior center use. The Committee also advised against purchasing the Armory due to concerns regarding environmental issues.

The Board decided in February to continue to operate the Sassamon Trace Golf Course for another year. This decision was made only after a new management model was proposed that put greater responsibility of the daily operation under the control of the Town. The course continues to show improving revenues and declining expenses but is many years away from profitability primarily due to the debt associated with its construction. The situation appears to be stabilized.

The Board of Selectmen established a committee to review the operations of the Fire Department. The Committee hired a consultant to begin gathering and analyzing data relevant to the operations of the Department. The Committee expects to finalize its work by June of 2005.

The Board placed an article to design solutions for five drainage problem areas in Town. The total project cost for the design work was \$754,454. These areas, Westlake Road, Willow Street, Glen Street, South Ave and Middle Street, have been identified as long standing areas of concern that cause damage and significant inconvenience to the residents and businesses in the affected areas. Town Meeting approved this request at the Fall Town Meeting. Engineering plans will be underway by the Spring of 2005 on these projects.

The Board negotiated a Tax Increment Finance Plan (TIF) with the Mathworks Corporation. The plan provides a total of \$4,000 dollars of local tax relief over twenty years and state tax incentives for the same period in exchange for a commitment to maintain the company in Natick for the term of the agreement and adding 400 new jobs at the facility. The TIF, approved by Town Meeting, will provide stability to our commercial tax base by retaining one of our largest employers for the long-term.

The Board also formed the Financial Operations Committee, comprised of members of the Board, Finance Committee, Town Meeting Members and citizens to review the financial operations of the Town and to make recommendations regarding

presentation materials. The Financial Operations Committee presented a “Town Meeting Handbook” at the Spring Town Meeting. The Committee is currently working on improving the financial tools used in the development of the annual budget tools to assist in policy decisions.

In December the sale of the Metro-West Medical Center occupied the Board’s attention. After several meetings and public hearings the Board supported the sale of the Medical Center from Tenet Healthcare to Vanguard Health Services. The Board worked in concert with the Framingham Board of Selectman and several health care advocacy groups to insert conditions in the sale documents that will ensure that the Hospital remains focused on the community.

Regarding the Town’s fiscal plan, 2004 began with the continuing concern regarding the Town’s fiscal condition and the retrenchment from local government funding on behalf of the Commonwealth. As we began the year we were once again faced with uncertainty of state funding and the impact on local services.

In January budget deliberations began for the FY2005 budget with questions looming regarding our ability to continue to provide the level of services that Natick residents have become accustomed to while maintaining a tax rate that is not overly burdensome to the citizens we serve.

The FY05 budget included the contract settlement of all the General Government unions with the exception of the two Police unions and the Dispatchers union. The three year settlements called for wage adjustments of 2.5% in FY05, 2.5% in FY06 and 2% at the beginning of FY07 and 2% in the 6th month of FY07.

The FY05 Budget was prepared with request to all departments to seek funding for essential services only, in essence to level-fund services. The exception was the School Department, which was given a general budget guideline of a 2.5% operating budgetary increase.

To the great credit of the department heads and employees this goal was met. Listed below are expenditure activities of note:

- ◆ The FY05 General Government increased by \$305,365 or 1.32%
- ◆ The Education Budget (Natick Public School System and Keefe Technical School) increase 2.8% or \$963,421.
- ◆ The employee insurance portion of the budget increased by 9.3% or \$799,862 primarily due to anticipated health insurance premium increases.
- ◆ \$460,000 was allocated for the deficit associated with the golf course enterprise fund as a result of bonding fully the development costs for the course.
- ◆ There was an \$184,588 supplement for 2003/2004 winter’s snow removal activity.
- ◆ The Fire Department was fully staffed at 20 firefighters per shift consistent with analysis presented at the 2003 October Town Meeting. The Fire Department’s budget was \$177,042 less than FY04’s budget as a result of reduced overtime costs.
- ◆ The General Government Operating Budget included the consolidation of the Highway Division and Sanitation Division. The consolidation allowed

the five day per week collection schedule to be reduced to four days. The additional day savings provided the Highway Department with a labor crew for projects and provides for bulky goods pick-up on Mondays instead of Saturdays eliminating over \$40,000 per year of overtime. The consolidation of the Department and a reduction in tipping fees results in a budget savings of \$213,845 while improving the productivity of the work force. In addition to this change the Public Works Administration budget includes the addition of the former Sanitation Division Supervisor in to a new role of Environmental Compliance/ Training Officer for the department. This individual will also continue monitoring contract compliance and renewal for our sanitation services.

- ◆ Public Works Land Facilities includes filling one vacancy and expanding the outsourcing of services for park maintenance and tree trimming. This department has had two vacant positions since FY03.
- ◆ The Community Development Department's budget includes funding for a full time building inspector and funds for additional technical inspections. These allocations are anticipated in order to accomplish the department's workload as the Natick Mall expansion progresses.
- ◆ The Town Comptroller's budget includes the new position of Procurement Officer. This position will ensure that goods and services are purchased according to all applicable state and local law and will assist department personnel in

developing bid specifications and purchase orders for the most competitive pricing available.

- ◆ Capital Spending: The FY05 budget has allocated \$1,371,954 for capital spending. This allocation will provide for \$2.2 million dollars of capital equipment replacements and improvements through a combination of one-time payments and five year debt payments. The types of equipment replacements range from police cruisers to field maintenance equipment. The capital improvements upgrades range from improvements to the fire alarm system at the Kennedy School to assisting in rebuilding Loker Park. It should be noted that FY05 capital expenditures are the first significant series of capital expenditure since FY02.

As we enter into 2005 the general affairs of the Town are in order. To be sure there will be hurdles to surmount and projects such as a new Senior Center, downtown parking, the Natick Mall redevelopment, and either a renovated or new High School that will generate healthy public discourse. With the help of all of those citizens who volunteer their time to serve on a variety of public boards and committees and the dedication of our employees, the Board of Selectmen is confident in our ability to keep Natick progressing.

Respectfully submitted,

John A. Ciccariello
Chairman

Town Counsel

2004 proved to be a vibrant year for legal issues, most notably regarding assessing, building, the Charter, conservation, DPW, legislation, licensing, real estate, schools, subdivision control, town meeting and zoning.

Annual town meetings were held in April and October. Town Meeting increased personal exemption amounts for elderly, disabled veterans and blind real estate taxpayers; authorized the Board of Selectman to submit to the Massachusetts Economic Assistance Coordinating Council an application designating the property at 2 & 3 Apple Hill Drive as an Economic Opportunity area; authorized the Board of Selectman to enter into a Tax Increment Financing Plan with the Math Works regarding the property at 2 & 3 Apple Hill Drive; and authorized the Board of Selectman to file a home rule petition which would allow the Commonwealth of Massachusetts to convey to the Town of Natick the National Guard Armory property on East Central Street. Town Meeting voted to amend the Home Rule Charter by changing the procedures for a referendum election following a Town Meeting vote; amended the Zoning By Laws to create two Housing Option Overlay Plan (Hoop) districts; amended the By Laws to require prompt removal of existing utility poles following installation of new utility poles; amended the By Laws to include school buildings and grounds in the prohibition against use of recreational conveyances; and accepted a statute which provides for payment of salary and benefits to employees who are granted a military leave of absence when called to active military service after September 11, 2001.

The Town received a gift for conservation purposes of approximately 2.5 acres of land

off Union Street and Azalea Circle. Contracts were entered into for cleaning town buildings, purchase of a new fire department ambulance, a study of the fire department, operation and maintenance of the golf course, golf course environmental monitoring, mowing of grounds, public shade tree removal, collection, removal and disposal of recyclables, roadway improvements, Town Hall roof top economizers, various sewer projects, construction of the Springvale Water Treatment Plant and engineering consulting services for the Springvale Water Treatment Plant.

Forty-one lawsuits involving the Town of Natick were pending at the end of 2004 including one real estate case; one rubbish case in which a trial court decision in favor of the Town was appealed by the property owner; one liquor case; one health case; two worker's compensation cases; five zoning cases, one of which was awaiting decision after a trial; and thirty-one Appellate Tax Board cases. Ten of the Appellate Tax Board cases involve the Massachusetts Department of Revenue valuation of telecommunications company equipment. In each of those cases, the Massachusetts Department of Revenue is the primary defendant.

Eight lawsuits involving the Town of Natick were resolved in 2004 including two zoning cases in which the Land Court issued a decision which upheld the Zoning Board of Appeals decision and no appeal was filed; three Appellate Tax Board cases which were withdrawn by the appellants with no change in Natick's assessment; one Appellate Tax Board case which was settled for a value between Natick's assessment and the valuation claimed by the appellant; a gun case which was dismissed; and a building case which was resolved to the satisfaction of the Building Department.

Our firm, Murphy, Hesse, Toomey and Lehane, LLP, is a law firm of thirty eight lawyers. My partners, David Deluca, Andrew Waugh and Geoffrey Wermuth and associates David Appugliese, Joseph Bartulis, Stacey Bloom, Christina Gentile and Bryan LeBlanc also worked on Town Counsel issues during the year. We wish to thank the Board of Selectman, Philip Lemnios, Donna Challis, Maureen Fleming, Ann Wiles, and all Natick employees and

board members for the outstanding assistance which you provided to us, usually in some condition of code alert. We consider it an honor to represent the Town of Natick.

Murphy, Hesse, Toomey & Lehane, LLP

By: John P. Flynn

natick\tc\017.doc

Environmental Compliance

The Town continues to make progress in several areas of environmental compliance. Over the past year, the Environmental Compliance Officer (the “ECO”), hired in February of 2002 as a result of an enforcement action taken against the town by the federal Environmental Protection Agency (the “EPA”) in November of 2001, continues to work with town departments on various environmental projects and environmental compliance matters.

The Town has just completed the third and final year of its enforcement action with EPA and has met all the compliance schedules and expenditure requirements contained in the EPA enforcement action. In addition, the Town initiated 28 Pollution Prevention projects (the “P2 projects”) over the three year life of the EPA enforcement action. Many of the P2 projects produced significant environmental benefits. Some of the more notable benefits realized over the three year life of the EPA enforcement action, include:

- the reuse of 1000 tons of street sweepings, annually;
- the annual reduction of junk mail received by the Clerk’s Office by 90%;
- the reuse or recycling of 5,500 old books and magazines previously discarded by the Library, annually;
- the reduction of the amount of chemicals purchased and discarded by the High School, annually;
- the reduction of the total number of different cleaning products containing toxic constituents used by Town Departments by 40%;
- the reduction of the amount of virgin white paper used by the copy center in Town Hall by increasing duplex copies by 85%;

- the increase in the annual recycling rate of paper and cardboard at the Library by 200%;
- the increase in the annual recycling rate of paper and cardboard in schools and town buildings by 20% and 100%, respectively;
- the reduction in the amount of paint used by the School Department, annually;
- the increase in the Town-wide annual recycling rate by 20%;
- the elimination of two hazardous waste streams generated by Public Works (spent antifreeze and spent cleaning solvent);

Over the last year, the Town is also looking to improve its use of energy and reduce its production of “greenhouse gasses” (carbon dioxide, methane, and oxides of nitrogen) by joining national initiatives. The Town is now affiliated with the Cities for Climate Change Initiative and has joined the EPA Energy Star Program. Both programs will help the Town develop and implement plans to improve energy efficiency and reduce the production of gases responsible for Global Warming in Town operations.

Also looking to the future, the Town is developing a management strategy to help it stay in compliance with environmental requirements, protect the safety of its employees and continuously improving the Natick environment. This management strategy was initiated at the Springvale Water Treatment Plant in 2003. It’s called Environmental Management Systems (EMS) and the Town is using the ISO 14001 EMS standard (commonly used in business) to develop its EMS. The Springvale EMS is 85% complete and the Water Department is planning to get it certified by an

independent third party auditor to the ISO standard over the next year. Presently, other town operations are being considered for EMS development.

The Town saved significant costs associated with these projects. Over the last year the implementation of the 28 P2 projects resulted in an estimated cost savings to the Town of approximately \$140,000, with most of the cost savings resulting from the successful Pay-As-You-Throw project started in July of 2003. Much of the realized cost savings comes from avoided disposal cost of solid and hazardous wastes.

Finally, the Town continues to integrate environmental compliance in its operations, and it continues to close-out as clean Town owned properties contaminated with fuel oil. Compliance audits are completed weekly at the DPW yard on West Street to check compliance with appropriate Air Quality, Hazardous Waste and Clean Water requirements. Of the original 19 Town owned oil tank sites only 3 sites remain in the regulatory clean-up process and these are in the monitoring phase of clean-up.

Respectfully submitted,

Robert Bois
Environmental Compliance Officer

Town Clerk

The year 2004 continued to see an increase in revenue generated from Planning and Zoning certifications related to new construction and alterations throughout the Town. The amount of \$28,601 through the end of December was up from the 2003 amount. The following are the numbers and revenues generated with regard to vital records.

Births	Marriages	Deaths
390=\$10,202	197=\$2,625	401=\$12,070

There was an increase of 100 in the number of marriage licenses issued from last year. I believe the enactment of the same sex marriage law contributed to the increase. With all the publicity and media coverage concerning this matter, I have to say all parties involved acted in a kind and considerate way and I compliment my staff for their professionalism in seeing that this law is complied with to the best of their abilities.

Total revenue generated in the Town Clerk's Office for 2004 was \$99,498.

The Spring Annual Town Meeting warrant contained 33 articles which required 5 sessions. There were two RESOLUTIONS voted at the Fall Meeting as follows.

A Resolution to recognize the all volunteer FOURTH OF JULY COMMITTEE for their hard work and dedication for the past 49 years.

A resolution to petition the Governor, Secretary of the Commonwealth, Senators and Representatives to lobby to delay the auction of the National Guard Armory on East Central Street so that the Task Force can complete their work and determine if there is a need to acquire the Armory site.

Sincere warm wishes to all for a healthy and happy NEW YEAR.

Respectfully submitted,

Jane M. Hladick
Town Clerk

Board of Registrars

The year 2004 was a very busy and stressful election year having had 6 elections. A Special State Primary on February 3, 2004, was held to fill the vacancy left by the resignation of State Senator, Cheryl Jacques. With 4 of 10 precincts voting there was only a 6% turnout.

On March 2, 2004 a Special State Election in precincts 6, 7, 9 and 10 for the Senate seat was held and on the same day as the

Presidential Primary in all ten precincts. A disappointing 4.9% voted.

The Annual Town Election was held on March 30, 2004, for town wide candidates and town meeting member candidates had an 18% turnout.

The State Primary with 15.41% participation was held on September 14, 2004.

Last but not least the State Election (Presidential) on November 2, 2004, was held with a rewarding 83% turnout.

There are always a large number of requests for absentee ballots for the Presidential Election. This year we had in excess of 2000. The effort involved in processing absentee ballots is overwhelming and extremely time consuming. The only saving grace is that it only happens every four years.

Due to the lack of participation in this election year, there are three political parties, besides Democrat and Republican, who lost their party affiliation. Libertarian, Reform and Green Rainbow parties are now designated party names. The voters enrolled in those three parties will not be able to vote in a primary election.

The Board of Registrars will send notification to the voters in those parties to inform them of the change.

It is with great sadness that we end this report with the recent passing of David Eaton, Republican representative of the Board of Registrars. David was first appointed to the Board on March 21, 1992 and served it well until his death on December 19, 2004. His impressive background of accomplishments and services shows what a sincere and caring man he was. May you rest in peace.

Respectfully submitted,

Jane M. Hladick
Richard Philben
Blanche Eaton

Natick Board of Registrars

Information Technology

Overview

For calendar year 2004, the Information Technology Department continued to provide broad based data and voice services to municipal employees as well as services provided to the community via the Town web site. Data services include but are not limited to network administration, database administration, web site support, network security, end-user support, hardware and software deployment/upgrades/maintenance/troubleshooting and municipal staff training. School Administration and Student Scheduling services are provided by two dedicated employees using Starbase software. Voice services provided by the IT department include PBX administration, PBX installation, system configuration and deployment, voice mail account management, transaction box design, end-

user support, telephone replacement and providing a point of contact with the telephone vendor.

The Information Technology Advisory Board has once again been an invaluable resource for the Town IT Department by providing experience and insight from the private sector. Thanks to all members, Hank Szretter, Ken Chernack, Gwendolyn Samms-Lynch, Roger Beer and new member Marc Elliott.

Services

On a day to day basis the IT Department provides critical core services for the Town's voice and data networks. The support and administration of the networks and systems that run on them account for a substantial amount of the department's resources and budget. The IT Department is currently

responsible for the administration and maintenance of the following large systems:

- Century's Starbase School Administration/Student Scheduling System Software
- Tyler Technologies Munis Financial Software
- Telephone System – 14 PBX's, ~595 phones, voice mail, call accounting
- Town Network – 275 PC's, 14 servers, switches, INET fiber optic networking equipment, etc...
- Town Intranet and Internet web sites
- Internet Access, Email, Network Security - Firewall
- Disaster Recovery, system backups
- Antivirus protection, Anti-spam protection for email

It should be noted each bulleted item has an enormous subset of responsibilities. This is also a very short list of actual work related activities and services provided by the IT Department.

School Administrative Software

The StarBase application is an integral part of school administrative management. Additionally, its uses are being expanded into classrooms. There is on-going training and support as well as continual updating and maintenance of the data base and its functions. As use and demand for data increase, the requirements of StarBase continue to grow. StarBase serves all of the Natick Public Schools and also maintains data on all children living in Natick.

Natick INET

The Town INET has remained a stable and valuable Town asset. Reliability has continued to be an impressive 100% uptime.

The INET is a fiber optic network which can carry voice, video and data services. It connects all municipal buildings via multiple single mode fibers to the Police/Fire Station. Most Town buildings have 4 single mode fibers with the exception being the Natick High School which currently has 6 single mode fibers and the Police/Fire Station which has 96 single mode fibers.

The benefits of running all Town voice, video and data services over a private fiber optic network are significant. The most immediate and noticeable improvement over the previous Town wide voice/data network is the increased number of channels for telephone service to each Town building and the bandwidth available for data. Telephone service to each municipal building has increased from six dedicated lines to twenty four and data bandwidth between all municipal buildings has increased from 1MB to 1000MB (1 GB).

Natick Web Site (www.natickma.org)

The Official Town of Natick web site provides 24 hour access to Town services. The web site is hosted by Virtual Town Hall, a company that specializes in designing and hosting municipal web sites. The Town also maintains a web server in Town Hall that is used by the Assessing Department for online mapping and assessment inquiries and the Natick Police web site (www.natickpolice.com). Virtual Town Hall features dynamic posting capabilities, in-depth searches and e-commerce functionality. A subscription service is available allowing anyone to sign up for an email of a posted document(s), which could include public meetings, agendas, schedules, minutes, etc.

The entire web site can be searched and Town departments can easily maintain their web pages. Town Departments are responsible for maintaining their

department's web pages. All departments have the ability to add and remove documents from their web folders, create and edit their web pages and add and remove links on the web pages without any knowledge of web page design.

The Online Bill Payment service now allows bill payment for excise, real estate, personal property, school transportation fees and water/sewer bills.

Working with the IS Advisory Board and concerned citizens, the web site continues to be a work in progress and is currently being reviewed to improve services, navigation, features and ADA compliance.

Security and Viruses

As with most networks connected to the Internet, protection from hackers, spammers and viruses is a must. The IT department protects the Town's network and all related resources by use of a firewall, anti-virus software and email scrubbing. The anti-virus software resides on all servers and desktops and runs in real-time mode constantly checking for viruses in all files including email. The anti-virus software also updates the virus definitions daily through the use of a live update server. In 2004 the IT Department installed an Email anti-spam/anti-virus appliance which has

reduced the amount of spam the Town was receiving by 98% and 100% of email borne viruses have been blocked.

Conclusion

Calendar year 2004 was a very busy year with many accomplishments including better data mirroring, replacement of the Town's core router/firewall, upgrades for departmental servers and upgrades to some network switches. Some tasks scheduled for calendar 2005 include providing limited wireless networking, email archiving and indexing, implementation of a networked storage system, evaluation of blade servers, improve web site filtering including blocking adware and spyware and improving the Town web site.

The IT Department will continue to evaluate new products and technologies that provide a convergence of services, the utilization of open source software and e-government solutions. For more information on the Information Technology Department visit the Information Technology Department web pages on the Town of Natick web site (www.natickma.org).

Respectfully submitted,

Robert LeFrancois, Director Information Technology
robertl@natickma.org

Board of Health

STAFF

Director of Public Health - Roger J. Wade, M.S.P.H.
Senior Environmental Health Specialist - James M. White, B.A., C.P.H., R.S.
Public Health Nurse – Leila Mercer, R.N., B.S.N.
Sanitarian – Michael K. Boudreau, M.P.A., R.S.

Administrative Assistant - Pamela Morgan, B.A.
P/T Department Assistant – Maureen Q. Composto, A.S.
P/T Department Assistant – Jean Cotter
Animal Inspector - Edward A. Zullo, D.V.M.

The following communicable and reportable diseases were reported to the Board of Health during 2004:

Campylobacter	11
Varicella (Chickenpox)	15
Giardiasis	7
Hepatitis A	1
Hepatitis B	3
Hepatitis C	9
Lyme Disease	20
Meningitis (Viral)	0
Pertussis	5
Salmonellosis	5
Group A Streptococcal	2
Group B Strep	5
Influenza	14
E. coli 0157:H7	1
Entamoeba (Amebiasis)	1
S. pneumoniae	4
Shigella	1
Toxoplasmosis	1

Home visits made for contagion and other related matters totalled 75. Mantoux skin tests for tuberculosis totalled 12. 1 positive reactor was identified and followed up.

At our weekly Blood Pressure Screening Clinics, 528 residents participated, with 18 referrals to private physicians.

Flu Clinics were held in the fall according to State guidelines, with both influenza and pneumococcal vaccines available. A total of 1,379 influenza and 15 pneumococcal inoculations were administered.

Rabies Clinics were held in June; a total of 155 dogs and cats were vaccinated, and \$775 in fees were returned to the Town Treasury. The Rabies Clinics were overseen by our Animal Inspector, Dr. Edward Zullo, who is in his 58th year of continuous service with the Board of Health.

Fees collected and returned to the Town Treasury for various licenses, permits, fees, and inspections totalled \$155,839.24. This total includes \$10,747.85 in Medicare reimbursements.

In addition, \$1,050 was collected by the Town Clerk for non-criminal fines issued by the Board of Health for various code violations.

A total of 12,071 doses of various biologics (vaccines) were distributed to Natick physicians during 2004.

A total of 764 inspections were conducted for 366 food establishments of all types, including restaurants, markets, bakeries, caterers, clubs, schools, canteen trucks, food manufacturers, fairs, the hospital, nursing homes and a circus. A total of 3,220 inspections, complaint investigations, progress inspections and field consultations were carried out by Board of Health staff relative to environmental sanitation, housing, nursing homes, underground storage tanks, sewerage, drainage, swimming pools, day camps, livestock, hazardous materials and other public health matters.

A total of 15 Show Cause Hearings, Court Cases, and Administrative Hearings were necessary during 2004.

2004 was the first full year for the new Fee Schedule adopted by the Board of Health in the second quarter of 2003. As a result of this increase in fees, receipts for 2004 were \$55,051.64 higher than in 2002, the last full year of the old fee schedule. This represents an increase of 54.6 percent.

What is becoming more of a problem each year for the Board of Health is the rapidly increasing workload heaped upon our professional staff. There has been a

significant increase in site plan review, on-site soil testing and meetings with builders and engineers, all associated with the requirement that the Board of Health must approve grading and drainage for building permits. The number of regulated and licensed facilities of all types has continued to increase, along with the number and complexity of applicable regulations. Meetings and consultations relative to Title 5 (septic system) issues, which became a significant time-consuming function in the late 1990's, have continued to increase in number.

The additional work associated with building permits, and nearly all of the Title 5 work, has been performed by the Director, even while the time demands of administering the Department have increased. The inspectional staff is already carrying a heavy and increasing workload. All of this has placed additional burdens on the clerical staff. A huge challenge we face in the coming year involves keeping up with the bulk of the required work while at the

same time planning for future personnel adjustments to solve the problem. For example, from 1994 to 2004 the number of licensed food establishments has increased by 53 percent, from 239 to 366. The number of plan reviews of all types has increased from 111 to 398 over the same time span, an increase of 258 percent. Also, since the inception of the new Title 5 code governing septic systems in 1995 a major time consumer has developed in meetings and consultations on Title 5 issues with home buyers, sellers, banks and attorneys. These have gone from 38 in 1996 to 683 in 2004, an increase of 1700 percent.

Respectfully submitted,

Peter A. Delli Colli, D.M.D., Chairman

Michael D. Bliss, J.D.
Donald J. Breda, P.E.
Anthony G. Capobianco, M.D.
Roger J. Wade, M.S.P.H.
Physician to the Board
Director of Public Health

Human Services

Council on Aging

The Council On Aging provides advocacy and support systems which empower older adults to maintain independence and improve their quality of life.

The variety of Wellness programs and services provided by the COA strive to: support frail elders in their homes; case management for older adults to age in place; provide information and assistance to families making life change decisions concerning elder family members; provide some supportive services for disabled of all ages; empowering consumers; and provide preventive health programming, advocacy, education, social and leisure opportunities for active adults. Fostering a sense of community and involvement through shared experiences guides the COA's activity.

Most programs and services are provided at the Kennedy Senior Center. Our high level of activity would not be possible if not for the 230 volunteers who donated their time. Additionally, the Natick Visiting Nurse Association, Inc., Metro-West Medical Center, Jewish Family Services, Mary Ann Morse Nursing Home, SMOC Elderly Nutrition Program, Senior Citizens Legal Project, Vision Foundation, many doctors and other health care professionals, local agencies and other town departments also provided "in-kind" services to benefit our older residents. We are thankful to each and every one. And we are grateful to the foundations, businesses, civic organizations and individuals who have supported our programs and services through their financial and physical generosity.

The Elder Advocates accessed entitlement benefits for senior citizens in the areas of:

food stamps, Massachusetts Health, SSI, SSDI, fuel assistance, Medicare programs, Good Neighbor Energy, Baypath Emergency Fund, and by processing Prescription Advantage applications. This is in addition to their ongoing case management cases, comprehensive psychosocial assessments and crisis intervention duties. The SHINE counselors also assisted Medicare beneficiaries in saving money and navigating complex changes in the health insurance system. While the financial benefit of our Elder Advocates and SHINE counselors is significant, the non-financial benefits of access to information or resources, such as peace of mind and closure, are of equal importance.

What Was New in 2004?

- Our nurse ran the diabetes and weight loss support groups as well as coordinating the monthly health discussions and screenings.
- Our Pharmacy Talk program was chosen for the second year, by the conference committee, to present at the 2005 Joint Conference of the American Society on Aging and The National Council on the Aging.
- Established two new partnerships: County Line Quilters and Regional members of the National Association of Investors.
- A Nutrition Task Force found the need to expand nutrition options to residents which lead to fundraising and planning for the "Lincoln Café".

- In conjunction with the Board of Selectmen, held a very successful Senior Information Day.
- As part of the Natick TRIAD, hosted a training (called DECIDE) for seniors on personal safety.
- Xaverian student Bob Carlson, as part of the “Senior Service Project”, spent 30 hours per week for 6 weeks as a volunteer for the COA and other local agencies serving the older population. The COA staff found supervised placements with the other community agencies. A Milton Academy student, Jacob Frank, also completed community service with the COA.
- New very popular programs this year were Chair Volley Ball and Cinema Classics.
- We assumed the responsibility of social services for all ages in Natick and hired a part time social worker.
- Finalized the Senior Center Feasibility Study.
- Our Social Worker of ten years, Jerry Robbins, retired. He was deeply committed to helping Natick older residents and will be truly missed.

Major Activities in FY04

Service was provided in the senior center, in the consumers home and through transportation. Requests for volunteer transportation has tripled and beyond the capacity for our volunteers to accommodate all requests. Taxi coupons are available,

funded through a grant from the Metrowest Community Health Care Foundation: Leonard Morse Grants Panel. Also, a revolving account is available for long distance transportation. These two resources are used after family, friends, The Ride, Neighborhood Bus, volunteers, etc. have been explored.

Social Service and Case Management Cases:	241
Total Individuals Served:	3,493
Programming and Health Services Units:	53,561
Information Calls:	13,126
Parking Tags Issued:	1,468

The Council On Aging is committed to strengthening the capacity of our department in 2005. In the coming year, we will continue to advocate for seniors: in the areas of health, transportation, taxes and affordable housing; gather information from Natick seniors regarding ‘what works well and what changes could be made’; continue the process for a new senior center; and, continue assisting seniors and families in providing services that will assist them “Aging in Place” safely in their homes.

The Natick COA Department and Advisory Board is challenged to offer service and support to a rapidly growing population. We welcome input from the community and encourage your comments, suggestions or complaints, as well as, participation.

Respectfully submitted,
Diana Ryder, Director

Natick Community Organic Farm

The Natick Community Organic Farm is a diversified working farm on 27 acres of pastures, gardens, forests and wetlands. The land has an 1830 barn with an attached passive solar greenhouse, an education center, year round market stand, intern housing, caretakers apartment, storage basement, workshop, free-standing passive solar greenhouse, maple shack and a farm stand.



A Year in Review

(Farm's Major Accomplishments in 2004)

- √ Developed and implemented the Teen Summer Worker Program
- √ Completed a 5-10 year Strategic Plan
- √ Hired Coordinator of School Programs to support the enhancement of our school programs for elementary and middle school students
- √ Developed and presented *Trees and Leaves School Program* to Natick Public School 3rd graders and Eliot Montessori
- √ Developing Kindergarten & Middle School Units in conjunction with the Natick Public Schools
- √ Created Farm Self Guide to aid teachers in preparing and guiding students on a Farm visit
- √ Increased membership by 40%
- √ Ordered new maple syrup pan
- √ In the process of securing the Farm's organic 27 acres
- √ Provided year round adult/children educational programs and strengthened our summer and vacation programs
- √ Sold products such as produce, greens and syrup at the retail level
- √ Published Farm book *A Year at the Farm*

Community

Thirty years ago, the Farm began to provide summer work for young people in need. Today, NCOF is an active working farm belonging to every citizen of Natick, and it remains an exceptional educational resource for thousands of students,

families, visiting international groups, as well as for other cities and towns.

- ◆ Open gate policy to the public, dawn to dusk year round
- ◆ Outreach Programs - Community gardens, Northeast Organic Farming Association, a food cooperative, volunteer opportunities for all ages, monthly art exhibits, birthday party facilities, meeting facilities
- ◆ Communication venues - Farm brochure, newsletter, website, information center, farm self guide
- ◆ Financial support- membership, annual appeal drive, capital campaign drive, gifts in kind, festivals, product sales, programs and tours
- ◆ Seasonal Events: Pancake Breakfast - March - Springfest/Seedling Sale - May Memorial School Plant Sale - Fourth of July Parade - July - Farmer Market - June - October - Harvestfest - September - Harvest Dinner - October

SCHOOL/PARTNERSHIPS

Schools

- ◆ Farm directed programs in grades 1-4 for all Natick students
- ◆ Memorial School elementary tours, teacher directed

- ◆ Eliot Montessori/Lexington Montessori - work programs
- ◆ The Walker School, Needham
- ◆ Dana Hall High School, Wellesley
- ◆ Massachusetts Bay Community College - Environmental Education Class
- ◆ The Education cooperative - Wayland and Holliston
- ◆ Natick, Wellesley, Ashland and Holliston High School - intern work site
- ◆ Teacher guided class tours of Farm
- ◆ Science Fair projects and judging

Partnerships

- ◆ Natick Recreation Department
- ◆ High School community service
- ◆ Natick Public Schools
- ◆ Homeschoolers
- ◆ Scouts and 4-H clubs
- ◆ Court Referral Program
- ◆ Wellesley College Internships
- ◆ Massachusetts Audubon Society
- ◆ Massachusetts Horticultural Society
- ◆ Local Businesses

Hands on Learning

- ◆ School tours, adult & children education classes, after school programs
- ◆ Children vacation and summer programs

- ◆ Educational exhibits, demonstrations and internships
- ◆ Volunteer work opportunities
- ◆ Artist Exhibits

What's in Store for the Future

- ◆ Research new avenues for additional funding
- ◆ Continue to have the Farm provide current and future staff salaries
- ◆ Develop teacher training seminars
- ◆ Design Toddler Garden
- ◆ Increase classroom tours from surrounding towns
- ◆ Implement a strong volunteer program for weekend coverage and tour guides
- ◆ Implement an after school program
- ◆ Maintain the infrastructure we have worked so hard to achieve.

Respectfully submitted,

The Natick Community Organic Farm
117 Eliot Street
Natick, MA 01760
www.natickfarm.org



Recreation & Parks Department

The Natick Recreation and Parks Department continued to be very busy in 2004 with the management and supervision of over 275 recreation programs along with some new challenges.

The Department took over the management of the Town's Golf Course, "Sassamon Trace," whose golf rounds increased in 2004 by 2,500 rounds. The additional rounds played brought an increase of \$32,000 to the Town over its 2003 golf round revenues. The Department also on behalf of Town Government, manages the field "user fee" system for any youth sports groups and/or individuals that wish to use the town's outdoor athletic fields and parks. This system was intended to treat all user groups in a fair and equitable manner, while providing appropriate field repairs and lining services for all field users. Over \$40,000 worth of funds were collected for this purpose with the Department working closely with the Natick Department of Public Works, contractors and various youth sports groups in providing needed field preparation services and renovation work throughout the Town Field System.

Recreation and leisure service programs such as Sargent Center, Woodtrail, Youth Tennis Lessons, Skyhawk (weekly) Sports Clinics, Camp Arrowhead and Memorial Beach collectively experienced an overall 9% increase in participation for 2004. The "Summer Concert" and "Family Performing Arts Series" also enjoyed good attendance by the Community with an increased number of local businesses and organizations donating funds in helping to provide this service free to our residents.

Camp Arrowhead experienced a very different and special summer season in 2004. Sam Ellis, a Boston Globe reporter, accidentally visited the camp early in the summer. He wrote and published in the Boston Globe an article entitled "Camp of Passion," which was his reflection of the camp activities. This article led to over \$50,000 in donations for the camp. This money was used to cover existing camp 2004 financial shortfalls, along with anticipated future cost overruns, so that weekly camp costs can be kept at an affordable rate for the clients.

In addition to our recreation programs, the Department continued to work with a number of organizations, committees and agencies in helping to provide successful community activities such as Natick Days, the Spooktacular, Town Holiday Lighting Ceremony, May Day and July 4th Week in Natick. These community activities compliment the Department's special event programs of the Father/Daughter Valentine's Day Dance, Fun with the Bunny, Parents of the Handicapped Snowball Dance, Family Triathlon, Cheryl Calder Golf Springfest and Harvestfest Celebrations.

A number of park and recreation facilities received upgrades in 2004. These included the exterior facelift to Cole Center building and grounds thanks to 60 Comcast volunteers during their "Comcast Cares Day", the installation of a new gymnasium floor to the Cole Center thanks to financial donations from Cognex and Natick Basketball Association, new air conditioning to the administration wing of the Cole Center and the renovation of the South Natick

Picnic Grove by Tim Mulhern as his Eagle Scout Project.

Major infield renovations at the Coolidge Softball Field, Hunnewell Baseball Field #2, Memorial School Softball Fields 1 & 2, Sargent Baseball Field, Lilja Infield and Ben-Hem Infields were accomplished thanks to the combined efforts of the Natick Little League, Natick DPW and Recreation and Parks Department. These projects will improve the quality of play for the users in 2005. In addition to providing recreation programs and facilities, the department has been directed by the Commission to explore and create a coaching clinic/course for all youth sports coaches. Thanks to the efforts of Natick High School Athletic Director Tom Lamb and the directors of the youth sports programs, the Recreation and Parks Department conducted the initial coaching seminar for all the winter youth sports coaches at the Cole Center November 9. It is our hope that this outstanding training program will help our coaches in providing quality instruction for our youth throughout the Town.

The Recreation and Parks Commission set three goals for the Department for the upcoming year. They are: (1) Provide a range of professional recreation programs that reflect a balance between value and cost, 2) provide a sound and well maintained community recreation center, outdoor league facilities and parks for the department and community use and (3) work with community leisure groups and organizations in helping them provide leisure opportunities for Natick residents.

With these goals in mind, the Commission has urged the Department to focus on the user fee issue as top priority. It is the opinion of the Commission to keep these fees as low as possible through good program management, working with

committees and organizations in fundraising efforts and applying for grants whenever possible. As requested, this will be our top priority in these tight financial times.

The Department will continue to actively provide oversight and support to *Facilities Management Corporation* at West Suburban Arena. This facility serves many local figure skaters, hockey players and residents, who depend on it for their leisure needs. Services such as health, exercise and wellness programs, tennis and swim opportunities for all family members and middle school outdoor adventure programming will also be areas of focus in 2005.

The Department will continue working with the Walnut Hill Association and the abutters of Loker Park in renovating the Loker Park Playground in its second and final phase. We will maintain our involvement with the Natick Soccer Club, Natick Little League and the various Town Departments in an effort to acquire, develop and furnish excellent facilities for youth and the community alike. This includes the renovation of the Cole Athletic Fields, Camp Arrowhead Playground, Camp Mary Bunker facility as well as other park, court and playground improvements.

The preservation and improvement of Dug Pond will also be an important focus for the Department in 2005. The Department will look to prevent water pollution of Dug Pond by installing physical barriers at various entrance points to the pond. We will also at the same time look at improving the quality of fishing and swimming venues around the pond.

The Natick Recreation and Parks Department and Commission wish to recognize and thank the many local

businesses, individuals, civic organizations and volunteers who have supported our programs and parks through their financial and physical resources. We, as always, seek and appreciate the public's input on our services in an attempt to provide the Natick Community with the best

programs and facilities possible. Your community at large.

Respectfully submitted,

Richard Cugini, Superintendent
Natick Recreation and Parks
Department



"The Great Pumpkin Smash"

Veterans Services

The Department of Veterans Services is an office that is mandated and governed by state law (Massachusetts State Law, Chapter 115). Through statute and regulations this program has evolved over the last 140 years to its present format. The rationale for this program is that veterans' benefits are just as much a necessary part of a nation's defense as are the shells and machines expended in war. Currently the Department of Veterans Affairs estimates that there are over 550,000 veterans residing in the Commonwealth of Massachusetts with slightly more than 3000 of them living in Natick.

The job of the Veterans Agent may be divided into three main aspects:

- 1) Provide financial and medical assistance to those veterans and/or dependents that are deemed to be both needy and worthy. This requires an in-depth investigation prior to rendering assistance. The Commonwealth reimburses the Town of Natick 75% of the monies expended by the Town for these benefits. For complete details and lists of expenditures please refer to the report of the Town Comptroller.
- 2) Provide service work and counseling. The agent assists applicants in obtaining

alternative resources to which he/she may be entitled. These resources consist of VA pension, VA compensation, VA educational benefits, VA burial benefits, VA home loans; food stamps; Social Security; SSD; SSI; fuel assistance; etc. During 2004 this office helped Natick residents obtain over \$225,000 in the aforementioned benefits. This money goes directly to the veteran and his/her dependents and represents a saving for the Natick taxpayer.

- 3) Conduct parades and ceremonies. This office annually conducts parades on Veterans Day and Memorial Day. We also participate in the Fourth of July parade. We remain one of the few municipalities to still conduct a Pearl Harbor Remembrance Ceremony. In conjunction with Memorial Day we also ensure that the graves of over 2600 Natick veterans are decorated with flags and geraniums.

This office also fulfills the additional duties of Citizens' Information Officer as well as those duties associated with the Commission on Disability and the Youth Advisory Board.

Respectfully submitted,

John M. MacGillivray
Director

Public Safety

Police Department



I am pleased to report the significant activities of the Natick Police Department for 2004. Also included are reports on Emergency Management and Animal Control.

Throughout 2004, all department members and personnel participated in the implementation of our new computer-aided dispatch and records management system developed by the Information Management Corporation (IMC). Despite an anticipated "learning curve" in implementation, incident and crime reporting became more comprehensive as the department entered information in compliance with the newly adopted National Incident Based Reporting System (NIBRS) that replaces the long-standing Uniform Crime Reporting System (UCR). Although not mandated, communities across the country representing 93 percent of the total population in the United States report crime to the FBI. The FBI has administered the UCR program since 1930. The NIBRS collects all that was previously collected by the UCR plus many more details about the event aimed at providing analysts with data that may enhance preventive and solvability measures. Traditional UCR data will continue to be reported to the FBI for its Uniform Crime Report, the FBI's annual compilation of crime in the United States.

In 2004, however, the FBI discontinued reporting crimes committed in the aggregate as *index crimes*. The index crimes include crimes against persons - murder, forcible rape, robbery and aggravated assault, and

property crimes including burglary, motor vehicle theft, larceny/theft and arson. Each crime counted for one point with the total called the *crime index* for that municipality. Sometimes used as a barometer for a community's relative safety, the index was often misleading and untrustworthy in making judgments about the quality of life in a city or town. For example, minor crimes such as a shoplifting event are scored equally with all other crimes. Communities like Natick would have their index adversely affected by the activity inherent with its large retail presence, and therefore the index would not accurately reflect the safety of the residential community.

The index crimes are reported in the Uniform Crime Reports, but the index itself is no longer reported in the aggregate. Crimes against the person are clearly distinguished from crimes against property in the 2004 and future editions of the FBI publication.

<u>Crime</u>	<u>2001</u>	<u>2002</u>	<u>2003</u>	<u>2004</u>
Murder	0	0	0	1
Rape	8	3	5	6
Robbery	7	16	8	6
Aggravated Assault	29	10	13	23
Tot. Crms. Agst. the Person	44	29	26	36
Burglary	71	77	84	78
Larceny	698	642	559	555
Auto Theft	57	39	39	71
Total Crimes Agst. Prop.	826	758	682	704

Our new system will this year link the mobile laptops in police cruisers to our in-house system, enabling call management and reporting directly to the system from the officer in the field. While we have deliberately implemented various

components of the system incrementally, we expect to have a fully integrated application system complete this year.

Our new records management system was a particular challenge for our public safety dispatchers. Despite the "learning curve" mentioned above, their cooperation has been instrumental for our success during this transition period.

Patrol officers responded to more than 14,300 calls for service during the year. The department through its patrol officers placed a renewed emphasis on liquor law enforcement encouraging compliance through education and communication. A comprehensive inspection program for all licensed liquor establishments was implemented, and periodic inspections of all licensees resulted in town-wide compliance with required state notification placards and town bylaws. As this program continues to evolve we intend to direct additional efforts toward curbing incidents of underage drinking.

As more time passes since September 2001, we have been careful not to return to a state of complacency and have instead maintained increased vigilance in those areas that warrant attention. We continue to work with and monitor activity around the Soldier Systems Command, and in response to the horrific events in this country and around the world, we have increased our safety efforts inside and around our schools.

Traffic

Patrol officers issued 5,462 citations during the year. There were 891 traffic crashes resulting in 239 injuries, 9 of whom were pedestrians and 6 bicyclists. The Natick Police Department received a \$15,000 grant from the Governor's Highway Safety Bureau. The purpose of the grant was to provide

overtime funding for additional police patrols on three-day holiday weekends to strictly enforce safety belt and drunk driving laws. In addition, we performed three educational activities consisting of a safety belt pledge, a safety belt survey and a safety belt reward program. As incentive for conducting these educational activities, the Governor's Highway Safety Bureau provided us with an additional \$3000.00 for the purchase of an in-car video unit. Sergeant Robert Davis continues to aggressively pursue every funding source available to provide the department with resources to enhance traffic, pedestrian and bicycle safety.

Officer of the Year

In recognition of his distinguished performance as Criminal Investigator, outstanding dedication to duty and wide range of investigative skills, Detective John P. Haswell was named the Natick Police



Department's Officer of the Year for 2004. Detective Haswell's tenacious investigative skills and knowledge of contemporary computer crime investigative technology has helped the department in its investigation of an increasing number of identity theft incidents. Detective Haswell serves as a founding member of the Metropolitan Law Enforcement Council's Computer Crimes Division and formerly presented the DARE curriculum to Natick Middle School students.

Employees of the Month

Although each member of the department continued to provide excellent police services to the community during 2004, the following department members distinguished themselves and were recognized as Employees of the Month for their efforts:

- ◆ Dispatcher Gary A. Dubinsky – For his excellence in police duty in providing guidance to a caller whose wife was giving birth while awaiting the arrival of medical personnel
- ◆ Officer S. Christopher Salis – For his thorough investigation of a breaking & entering resulting in the identification and apprehension of a suspect
- ◆ Officer Cara M. Rossi-Cafarelli – For her diligence and attention to duty in locating an individual suspected in daytime breaking & entering crimes while searching the surrounding areas
- ◆ Officer Diane Morrill – For her efforts in helping a troubled youth seek an avenue of hope and recovery
- ◆ Sergeant Robert D. Dunlop – For his commitment to Natick youth through his efforts on behalf of Explorer Post #457 which enhances the understanding of the role of police officers and police career opportunities
- ◆ Detective Richard P. Halloran – For combining his investigatory and interpersonal skills with his ability to build relationships within the community to increase the trust between the police and the youth of Natick
- ◆ Animal Control Officer Keith A. Tosi – For his diligence and attention to detail in locating a resident in distress who had been reported missing
- ◆ Officer Brian D. Ingham – For his dedication to duty in discovering an ongoing internal theft operation through a self-initiated motor vehicle stop

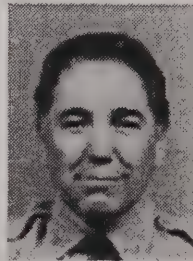
- ◆ Dispatcher Alan J. Glickman – For his efforts in ensuring the accuracy and completeness of monthly Criminal Justice Information Systems validations

Personnel

- ◆ Lieutenant Alfred B. Grassey retired from the department in September after nearly 32 years of service. During his time with the department, Lt. Grassey served in many varied capacities including as Operations Commander and head of Investigative Services. Most recently, in his final assignment, Lieutenant Grassey was instrumental in increasing the town's emergency preparedness and awareness.



- ◆ In October, Sergeant Jeffrey E. Longtine retired from the department after more than 37 years of service. Sgt. Longtine was an FBI National Academy alumnus and had most recently served as the department's Area C Commander.



- ◆ Officer Scott P. Smith resigned from the department after almost 8 years to pursue a career with the United States' Drug Enforcement Agency.
- ◆ After almost 5 years with the department, Officer Amy T. Coughlin resigned to pursue an alternate career interest.
- ◆ Officer John C. Frissore returned to the Lexington Police Department after nearly one year with the Natick Police Department.

- ◆ After almost 10 years, Ms. Greer G. Pugatch resigned from the department to pursue an inviting career opportunity. Ms. Pugatch was responsible for the efficient, accurate and professional operation of the department's records unit.
- ◆ Following the birth of her child, Ms. Colleen Colby resigned from the department to devote full time to motherhood.

In order to maintain stability during this time of substantial personnel movement while also providing the department with forward-looking leadership the following members of the department were promoted during 2004.

- ◆ Brian C. Grassey was promoted to Lieutenant in December. Lieutenant Grassey had served as a Patrol Officer and Detective prior to his promotion to Sergeant in 1999. Since that time he has effectively demonstrated his administrative and interpersonal skills while providing supervision and guidance as Station Supervisor on the 4 PM to Midnight shift.
- ◆ After more than 10 years as a Patrol Officer on the 4 PM to Midnight shift Cara M. Rossi-Cafarelli was promoted to Sergeant in December. Sergeant Rossi-Cafarelli is the first female member of the department to attain the rank of Sergeant and has been helpful in furthering the department's community policing initiatives.
- ◆ Richard J. Vieira was promoted to Sergeant in December. Sergeant Vieira transferred from the Fairhaven Police Department in 1993 and had worked in patrol until most recently overseeing the records unit during the transition to the

department's new records management system.

- ◆ Brett P. Conaway and Anthony M. Gaieski joined the department as Patrol Officers in July after completing the Boylston Police Academy. In September, Kenneth J. Fitzgerald, Keven P. Kelley, Gregory M. Lanoue and Jason D. Sutherland were hired as Patrol Officers. Kelley, Lanoue and Sutherland are expected to graduate from the Boylston Police Academy in April 2005 while Fitzgerald was able to immediately join the patrol force, having completed the academy prior to his appointment to the Natick Police Department.
- ◆ Additionally, we welcome Ms. Mary E. Carney, who was hired to fill the transcription position vacated by Ms. Florance M. Azzariti who assumed the duties of Executive Assistant to the Chief of Police.

Emergency Management 2004

The Natick Local Emergency Planning Committee met on September 15, 2004. The draft copy of the towns new/updated Comprehensive Emergency Management Plan was distributed to members present. Revisions continue and should be ready to be presented to the committee in the final form in late spring 2005.

As part of our emergency preparedness and terrorism response efforts the department participated in a disaster drill coordinated through the Local Emergency Planning Committee (LEPC) and directed by Captain Sheridan of the Natick Fire Department. The scenario presented was a chemical spill at the Soldier Systems Command and simulated the conditions, circumstances and logistics that would be involved in an actual event while placing participants in the real life environment.

The drill went well, some problems were identified, (non incident traffic, number of response personnel, length of time to set up and the placement of the Mass Decon Unit) and these will be given closer scrutiny in future drills.

Natick Public Safety Emergency Radio Network

With \$22,000 in grant funding provided by the United States Department of Homeland Security and the Executive Office of Public Safety, the Natick Police Department purchased radio frequency A.M. 1630 as a public safety radio channel. Additionally, the department purchased equipment and software to allow broadcasts of emergency and other announcements of particular interest to the residents of Natick. This low-wattage frequency adequately covers all areas of the town.

Goals

With the realization that the effects of September 11 have changed the manner in which we all go about our daily lives, particularly with regard to our awareness of our surroundings and the enhanced security measures necessary and evident at public events, buildings, shopping complexes, and our airports, local law enforcement agencies must return part of that redirected focus to prevention and solving conventional crimes committed in our communities. Funding from federal and state grants has been very helpful in providing us with equipment and technology that helps us gather and analyze information, but there is no substitute for the intuitive knowledge and expertise of the local police officer investigating crimes committed. While crime prevention will remain our primary objective, investigation and clearance of crimes committed will receive increased attention from patrol officers, detectives, and administrators on

the Natick Police Department. Our solvability rates, while consistently exceeding national and regional norms will receive increased attention in the coming year.

To meet the goal of better prevention and, if committed, clearances of crimes, as well as timely addressing residents' concerns about non-criminal, quality of life issues affecting them, we will establish a number of area and precinct-based neighborhood advisory committees with whom area commanders, their officers, and detectives will meet, quarterly. These meetings should facilitate timely intervention into events before they adversely affect residents. As an initial goal, we will organize three committees and meet with each at least once during 2005.

A second objective to meet the goal of prevention and crime reduction will be to implement a comprehensive manual of standard operating procedures that will provide direction to officers regarding the proper manner in which to handle various calls for service. We will provide training to officers on these policies and procedures to ensure understanding and compliance. Additionally, a new, contemporary manual of rules and regulations will be published and distributed to all members and employees of the Natick Police Department.

Tactical training aimed at addressing an "active shooter" will be provided to at least half of the members of the department during 2005. The *Law Enforcement Response to an Active Shooter* training's first session will be conducted during the week beginning February 23, 2005. Subsequent training sessions will be scheduled later in the year as time and funding permit.

Auxiliary Police



Under the leadership of Auxiliary Lieutenant Patrick Irr, auxiliary police officers provided critical assistance at local events,

including the Boston Marathon, the Fourth of July Parade and our annual Natick Days celebration, to name a few. In addition to Patrick Irr, members include Auxiliary Sergeant Chad Howard and Auxiliary Officers Adams Carroll, Joel Chase, Mark Clifford, Don Friswell, Fred Langhorst, Rod Pratt, Richard Ruggiero, Russ Sandow, Peter Slamin and Dave Webb. We thank them for their contribution to the town's public safety. Pictured here are Auxiliary Officers Slamin, Sandow, and Friswell.

Police Explorer Post 457

Natick Police Explorers have met every-other month to build on last year's success as a new post. Post 457 was established in 2003 to provide those youth demonstrating an affinity for and interest in law enforcement an opportunity to learn about the police profession. In 2004 Post 457 continued to expand its membership and activities. Under the overall command of Sergeant Robert Dunlop, Natick Police personnel contributed their time, talents and technical expertise to enhance the Explorer experience for all members. The post also experienced success at various Explorer competitions including a second place finish at the Massachusetts competition held at the Soldier Systems Command in Natick. Their success qualified Post 457 for the regional competition in Connecticut where members' individual skills helped place the Massachusetts delegation second overall.

Police School Traffic Supervisors

Our school-based traffic supervisors continue to provide safety for Natick's children as they travel to and from schools. Pictured here is Mrs. Angela White among some of the three generations of school children she has crossed to and from school in more than



42 years between the Coolidge and Johnson Schools. When asked how long she may

continue, Angela replied that she had more grandchildren coming through in the next few years and was going to "stay awhile." With the addition of Carolyn Collins and Laurene Ingham, we are finally fully staffed at these critical posts. Previously, the absence of a traffic supervisor required reassignment of patrol officers, removing them from their regular duties, creating difficulties in providing proper responses to even routine calls for service. We thank all the traffic supervisors for their commitment to the school children of Natick.

We appreciate the cooperation we have enjoyed with other town departments, the Board of Selectmen, Town Administration, Town Meeting, and the various boards and committees with whom we do business daily. It is an honor to serve the town of Natick.

Respectfully submitted,

Dennis R. Mannix
Chief of Police

Animal Control

Domestic Animals

Unrestrained dog complaints	82
Barking dog complaints	91
Struck dogs (by motor vehicle)	15
Stray dogs picked up	89
Dog bites reported	20
Lost dogs reported	51
Lost cats reported	62
Stray cats picked up	48
Struck cats picked up	31
Cat bites reported	5
Lost birds reported (exotic)	3
Lost ferrets reported	3
Livestock complaints	7

Informational Statistics

Animal Cruelty Investigations	25
Wild Animals Removed from Dwellings	23
Citations Issued	37
Written Warnings Issued	68
Mutual Aid to Other Agencies	11
Assistance Calls for Service	142
Information Calls	96

Wildlife

Reported sick raccoons	34
Deceased raccoons	38
Reported sick skunks	21
Deceased skunks	53
Reported sick possums	6
Deceased possums	16
Reported sick woodchucks	2
Deceased woodchucks	9
Reported sick squirrels	7
Deceased squirrels	64
Reported sick bats	2
Struck deer (by motor vehicle)	10
Injured/sick rabbits	7
Injured/sick water fowl	9
Injured/ sick birds (wild)	28

Respectfully submitted,

Keith A. Tosi
Animal Control Officer

Fire Department

I am pleased to report the activities of the Natick Fire Department for the year 2004.

Two Firefighters/Paramedics were appointed on August 11, 2004, and two will also be appointed in January 2005. This will bring our paramedic staff to four per shift.

Congratulations to Deputy Chief Paul Tota, Captain Salvatore Arena, Lieutenant Daniel Dow, Lieutenant Kenneth Levey and Lieutenant Eugene Rothman on their promotions. We offer each of these officers our best wishes in their new positions.

Our best wishes go to Lieutenant Joseph Franciose, Lieutenant William Van Tassel and Firefighter Gerard McParland on their retirement. Their dedication and experience will be greatly missed.

Fire Prevention

The Fire Prevention Bureau continues to monitor all new construction and renovation projects. Quarterly inspections are performed as required by Mass. General Laws. Fire Prevention personnel respond to complaints and correct violations of the fire codes. The Bureau also promotes fire safety education through school visits, fairs and fire prevention week.

Permits Issued

Black and Smokeless Powder	1
Blasting	13
Burning	677
Cutting and Welding	8
Flammable Storage	2
Propane	46
Occupancy Inspections	136
Oil Burner and Tank	226
Fireworks	1

Fire Alarm	17
Sprinkler	64
Underground Tank Removal	22
Smoke Detector Inspections	730
Tank Truck Inspections	19

Revenue

Ambulance Fees

Jan.	59,918.73	July	60,185.75
Feb.	66,626.75	Aug.	59,685.62
Mar.	75,605.40	Sept.	63,914.39
Apr.	63,109.51	Oct.	58,796.29
May	61,917.23	Nov.	54,740.17
June	66,068.16	Dec.	70,115.76

3 Year Total

2002	2003	2004
806,777.00	750,104.00	760,684.00

Service Fees

Jan.	2,885.00	July	3,505.00
Feb.	2,875.00	Aug.	830.00
Mar.	2,235.00	Sept.	8,335.00
Apr.	2,505.00	Oct.	11,975.00
May	3,115.00	Nov.	8,495.00
June	3,265.00	Dec.	1,945.00

3 Year Total

2002	2003	2004
46,229.00	49,321.00	51,965.00

Record of Fire Calls

	2002	2003	2004
Structure Fires	25	42	27
Vehicle Fires	26	19	9
Accdtl. Alarms, Good Intent	594	385	525
Forest, Brush, Trash	65	70	34
Mutual Aid Rendered (Fire)	56	53	61
Mutual Aid Recd. (Fire)	24	18	27
Mutual Aid Rend. (Amb.)	116	99	102
Mutual Aid Received (Amb.)	54	92	87

False Alarms	80	75	28
Ambulance calls	2480	2517	2449
Public Assist., Ivestigations	<u>961</u>	<u>910</u>	<u>982</u>
Totals	4481	4280	4331

Communications Division

Normal maintenance was performed throughout the year on the town’s fire alarm system, including testing and replacing some old cable and splice boxes. Transferring the town’s cables to the new utility poles so the old poles can be removed is ahead of schedule. This has been a town hall priority and will be continued.

The town’s traffic lights have needed more maintenance this year than usual at several of the intersections, North Main and Evergreen, North Main and Bacon and Washington Avenue and West Central are getting old and will need upgrading in the near future.

Training

2004 was a very busy year for the Natick Fire Department Training Division. The year began with training focused on

Firefighter Rescue. This training was followed by training in the areas of emergency vehicle operator safety, fire ground safety, hazardous materials response and decontamination, railroad operations and safety, vehicle extrication using the Jaws of Life, Dive Team operations, ice and water rescue and sexual harassment prevention. The Department also spent a considerable amount of time focusing on emergency management; we had several exercises that focused on interdepartmental cooperation, this training culminated with a very successful disaster drill involving the Natick Fire Department, the Natick Police Department, the Natick Army Labs, the Metro West Medical Center and Natick’s Local Emergency Planning Committee. The Natick Fire Department Training Division remains committed to ensuring the Department remains a well trained and ready work force.

Respectfully submitted,

James M. Brien
Chief of Department

Public Works

Building Maintenance Division

The Building Maintenance Division is responsible for the town hall, library, police, all fire stations, the senior center/court house, Cole Recreation, the DPW complex, Camp Arrowhead, Memorial Beach, Camp Mary Bunker, the West Suburban Skate Arena and the former East and Eliot Schools. As part of their wide and varied responsibilities, the division provides services at each building by either utilizing current staff or outsourcing the services needed. Our computerized management system has proven to be a valuable asset as it greatly facilitates the many needs of our division. Similarly, our computerized HVAC system allows us to monitor and control the temperature and other HVAC functions at nearly all locations

During the year, we recognized the urgent need to replace the faulty economizers and heat exchangers on many of the HVAC roof top units. After obtaining capital improvement monies this work was immediately done. Upon completion of the work it was quickly noted the drastic improvement to the operation of the HVAC system and the significant reduction of the service calls to these same units. Asbestos abatement of the boiler rooms was performed at the former East School and also at the Eliot – Montessori School. In conjunction with this abatement program, the old boilers that had exceeded their useful life were removed and replaced with new, modern equipment. Emergency lighting improvements were made at the Courthouse this year. The old fixtures were removed and replaced with modern, more dependable units.

We rigidly adhere to our planned maintenance programs. These programs range from carpet cleaning and floor re-finishing to

multiple tasks of HVAC preventative work. By doing so we not only enhanced the appearance of each building but we also provided a better, healthier environment for the public and all employees. As in past years we will continue to fine tune our operation, exploring new and more cost effective ways of performing our duties.

Engineering Division

The Engineering Division of the Public Works Department provides guidance and technical support to all the various Departments, Boards and Commissions within Town Government, as well as to the citizens of Natick.

The Engineering Division is the repository of street and utility plans and records. Updating of Town maps and plans, such as the Assessor's maps, Zoning maps, Street Maps, etc. is an important duty of the Engineering Division. This updating process includes maintaining accurate as-built records for all road and utility construction within Town ways and properties.

The Engineering Division, as part of the approval process, provides technical assistance to the Zoning Board of Appeals and the Planning Board in the review of all site plans and subdivision plans. This process includes the review of plans and supporting documentation to assure compliance with all Town standards and requirements. After a plan is approved the Engineering Division is responsible for calculating performance bonds, and is responsible for all related site utility and roadway construction inspection. During 2004, five (5) subdivisions with a total of sixteen (16) potential housing units were reviewed, and inspections conducted on approximately twelve (12) active subdivisions

in various stages of completion. Further, the utility construction on several commercial projects was also inspected.

In addition to the above, the Engineering Division completed the following during 2004:

- ◆ Issued 133 Street Opening Permits and provided the necessary inspections.
- ◆ Provided follow up inspections on 104 Occupancy Certificates.
- ◆ Issued 86 water connection permits and provided the necessary inspections.
- ◆ Issued 98 sewer connection permits and provided the necessary inspections.
- ◆ Presented three (3) streets for acceptance at Town Meeting.
- ◆ Continued work as required in the Town's Storm Water Master Plan and NPDES General Permit. Completed Permit Year 1 goals, and commenced work on Permit Year 2 goals.
- ◆ Updated the town-wide computerized Pavement Management System, and was granted approval from the Board of Selectmen on a three (3) roadway improvement plan and schedule.
- ◆ Prepared and managed in house the 2004 Chapter 90 roadway improvements contract.
- ◆ Completed the preliminary sewer betterment analysis, and secured Town Meeting approval for funding the sewer extension to the Clubhouse Lane and Saddlebrook Road area.
- ◆ Initiated the preliminary drainage designs and estimates for drainage improvements of five (5) major chronic problem areas in Town.
- ◆ Continued efforts to improve and up-date GIS coverage's for the sewer and water infrastructure, and continued work on building a new drainage system layer.

Highway/Sanitation/Recycling Division

As of July 1st, 2004, the Highway, Sanitation and Recycling Divisions were merged into one Division. This was done, in part, because the Pay As You Throw (PAYT) program has been so successful that the trash tonnage is down by approximately 20%. As an additional result, we were able to switch from a five-day per week trash pick-up schedule to a four-day per week schedule. By eliminating Monday pick-ups, we avoid the need for Saturday overtime for trash pick-up on weeks with Monday holidays. We also changed bulk pickups to Mondays instead of every other Saturday to improve the convenience of this program. All of the personnel in the new Division have been cross-trained which gives us the ability to move employees into other activities on an as-needed basis, thus greatly improving efficiency. This ability to give the Highway section more manpower on certain days has worked very well so far.

In 2004, the Highway section resurfaced several roads with chapter 90 funding including Emerson Road, Appleton Road, Liberty Street (Irving to Bradford) and Irving Road. A number of roads were also chip sealed during the year. These roads were Richard Road, Huntington Street, Bradford Road, Lyman Street, Blueberry Hill Road, Indian Springs Road, Sassamon Road and Sherman Street. The sidewalks on these roads were also cleaned and capped with bituminous concrete. The Highway section replaced or repaired several sidewalks on the following streets: Oakridge Ave, Union Street (Milk Street to Azalea Circle), Bishop Street (Hartford to D Street), Charles Street and Plain Street. The Highway section also repaired and replaced several thousand feet of asphalt curbing on the following streets: Everett Street, Bishop Street, Michael Terrace, Indian Ridge Way, Halsey Way, Shattuck Street, Hillside Ave.,

Bacon Street, Brook Street, Winnemay Street, Strathmore Road, MacArthur Road and Stratford Road. We are continuing to work with the Engineering Division to finish identifying outfall pipes, and G.P.S marking of drain structures.

The Highway section painted all crosswalks, center lines and fog lines during the year. We also replaced approximately 265 street signs. We repaired a number of catch basins and manholes that had collapsed as well as built new catch basins throughout town. All roads were swept at least once between March and late June. We also swept all sidewalks on the main roads. The downtown area is swept on a regular basis. Work at the Recycling Center has been ongoing with new signage and a new front gate installed. We also relocated the paint swap shed and the battery and light bulb shed to make them more accessible and user-friendly. We will continue to make more improvements to make it a more attractive area. Waste Management, Inc. (WM) took over curbside recycling pickup as of July 1st 2004 from BFI as a result of competitive bidding. The trash routes were changed so we could pickup trash in 4 days and use Mondays for other jobs. We continue to pick up yard waste for three weeks in the fall and two weeks in the spring as well as Christmas trees in early January.

Land Facilities and Natural Resources (LFNR) Division

LF&NR is responsible for the ground maintenance around all public buildings. We maintain all of the school athletic fields, recreation areas and non-school properties for the entire town. We manage over 60 sites which include over 70 acres of turf. We also maintain 20 baseball/softball fields, eight tennis courts, seven basketball courts, fifteen playgrounds, the High School track and the beach. We maintain the flags and flagpoles at 13 sites. We line all fields for all sports, and we

now maintain 11 irrigation systems. In 1997, we had only two. We are also responsible for the maintenance of all public shade trees.

The increase in the number of students in the schools also means an increase in field use for youth sports. There are now over 100 little league teams and over 100 youth soccer teams using our fields in the spring season. In addition to this, lacrosse is gaining a foothold and adding more challenges to field scheduling and over-use.

Due to an increase in funding, we were able to increase our contractual mowing from 33 to 54 acres of grass. The reorganization of the Highway/Sanitation Division allowed us to shift the burden of emptying over 100 trash receptacles twice per week to Sanitation. These moves have allowed us to free up personnel for ball field maintenance. Budget constraints in the past several years have not allowed us to budget for seasonal employees or our gardening staff. The flower garden on the Common has been the only garden maintained on a regular basis by one of our former employees on a volunteer basis. We are pleased to report that a recent vote at the fall town meeting reinstated the funding for the maintenance of the flower gardens and public spaces and we will begin our regular maintenance of these areas again in the spring of '05.

The weather has a big impact on our operations. The winter of 2003 – 2004 was very cold and harsh. The evergreens (i.e. Yews, Rhododendrons and Holly) took a pounding from the drastic temperature changes and dry winds. The ensuing wet spring made bailing out infields almost a daily ritual and severely affected playing conditions. The heavy rain also caused the grass to grow out of control making mowing difficult.

The long term and serious effects of the droughts of 1999 and 2001 are continuing to

haunt us. We are still losing ash trees at an alarming rate to a mycorrhizal disease. We continued our tree pruning and removal program in 2004. Our strategy of putting all of our removals under one contract to be done in the winter has saved us a lot of money that we can use for pruning and maintenance. Town Meeting again came through big for us by recognizing the deficiencies in the tree maintenance budget and increasing it from 40 to 60 thousand dollars. Most of the benefits from this will be noticed during the winter of 2004-2005. The tight economy has continued to hamper our ability to obtain tree planting funds to replace the trees we are removing. We will be requesting funds for new trees in the FY 06 budget.

The Hemlock Woolly Adelgid is still spreading. From the first sighting on Winter St. in 1998, it has shown up almost everywhere in town. We are taking steps now to try to protect our hemlock stands at the South Natick Dam and Shaw Park. The Hemlocks in the Town Forest are heavily infested. At this time we are looking for solutions on the state level, but so far there are none. We are also compiling data to establish a list of large American Elm trees to put on a preventative maintenance program. Most of the American Elms have succumbed to the Dutch Elm Disease and we have begun to protect a few large ones that are left. The stress of the earlier droughts apparently was too much for one of our largest Elms on Second Street as it succumbed to phloem necrosis.

The Town of Natick has complied with Chapter 85 of the Acts of 2000-An Act Protecting Children And Families From Harmful Pesticides. Our outdoor plan was submitted and approved in 2002 along with the School Departments indoor plan. The implementation of this new Integrated Pest Management Program will indeed prove challenging.

In addition to Chapter 85, we have developed a Roadside Vegetation Management Plan in order to comply with new state regulations designed to control herbicide spraying along roadways. Natick does not manage its roadside vegetation with herbicides, but if we desire to spray to control poison ivy then we must comply with the law. This plan was submitted and approved in 2003.

Throughout 2004 we worked in conjunction with the Recreation Department and the School Department to make improvements to the athletic fields at the new Wilson school. Through cooperation with the Recreation Department, we also made improvements to Little League #2, Coolidge baseball, Coolidge softball, Mahan baseball and both softball fields at Memorial School. The work at Mahan and the two Memorials will be finished in the spring of '05

Water and Sewer Division

The Water Division pumped 1,209,744,000 gallons of potable water during 2004. Phases 3&4 of the water main relining program will be bid in February of 2005, and construction will begin in May of 2005.

The construction of the Springvale Water Treatment addition is on schedule and we are planning for start-up in late Spring/early Summer of 2005.

At the end of 2004, Division had installed 11,200 radio-reading water meters, leaving only 1200 left to be installed.

Sewer Division

The Sewer Division pumped an average of 3.5 million gallons per day into the MWRA sewer system. The replacement of the sewer pump station at the Oak Street gravel pit has been completed. The replacement of Jennings pond sewer pump station and the Grove Road sewer pump station is scheduled to go out to bid in February of 2005. The sewer main

repair and replacement project in East Central Street and West Central Street has been completed.

Equipment Maintenance Division

This Division maintains all of the Town’s extensive fleet of vehicles and equipment consisting of police cruisers, fire trucks, ambulances, neighborhood buses, all of the public works’ fleet, all emergency generators and the municipal fuel depot. Bid specifications for a new fire department pumper and ladder truck have been prepared and bids for these new trucks will be solicited in early 2005. Three new heavy duty dump trucks with integrated sander bodies were ordered in late 2004 with delivery expected in mid-2005. We have been working closely with the Town’s

Environmental Compliance Officer and plan on purchasing an anti-freeze recycling system in 2005.

Respectfully submitted,

Charles J. Sisitsky
Director of Public Works

Thomas Collins, Deputy Dir. and Equipment Maintenance Division Supervisor
Thomas Hladick, Highway/Sanitation Div. Supv.
John Craig, Business Manager
Cory Lovett, Bldg. Maintenance Div. Supv.
John Cunniff, LFNR Div. Supv. and Tree Warden
Mark Coviello, Engr. Div. Supv. and Town Engineer
John Perodeau, Water and Sewer Div. Supv.

Community Development

Mission Statement

The Natick Community Development Department is dedicated to making our town a better and safer place to live – a place where people want to raise a family, and have their children raise their children. The Community Development Department works to protect, and where possible, enhance our natural resources and preserve the quality of life for citizens of Natick. Through our Boards and Commission we strive to plan with people not for people, by building lasting partnerships with individual residents, community groups, professional services, providers, contractors, business leaders and local and state officials. We stand for a commitment to the long-term interests of our community, and to delivering the highest quality of service.

The Community Development Department administers and enforces land development and building regulations – regulations adopted by the Town of Natick. In addition, the Community Development Department provides assistance to the public in understanding these regulations and other development related issues.

The Community Development Department is organized into five interrelated divisions.

- Building Division
- Planning Board
- Zoning Board of Appeals
- Conservation Commission
- Transportation – Neighborhood Bus and Parking

The Building Division, Planning Board, Zoning Board of Appeals and Conservation Commission are assisted by the Community Development Staff, without whose help the

Boards and Commission would be unable to effectively carry out their responsibilities.

Sarkis Sarkisian, the Community Development Director, is responsible for the day to day management of the Department, reviews all submitted plans, site plans and development plans for ordinance compliance, and communicates the technical requirements of the Natick Zoning By-Laws to developers and consultants.

Michael Melchiorri, the Building Commissioner, oversees the Building Division of this Department as well as construction and alteration of all commercial projects and is the Zoning Enforcement Officer of the Town. The Building Commissioner certifies the inspection of buildings, schools, daycares, restaurants, multi-family dwellings and all public buildings.

Michael Connelly, the Local Building Inspector, oversees all residential construction projects in the Town and assists the Building Commissioner.

David Gusmini, the Local Building Inspector, oversees residential construction projects in the Town of Natick and assists the Building Commissioner and the Local Building Inspector. Mr. Gusmini was hired this year to assist the Building Departments Inspectional Services and Zoning enforcement.

Annie Greel, the Executive Assistant to the Planning Board, coordinates the processing of all requests for the Building Division, communicates the policies and the procedures to the public, provides office management to the Community Development Department and provides staff assistance for the Downtown Parking

Program. She also provides administrative support to the Planning Board.

Yvonne Johnson, the Administrative Assistant to the Zoning Board of Appeals, is responsible for the day-to-day work of processing development requests, coordinating submittal schedules, communicating development policies and procedures to the public and preparing development cases. The Community Development staff and the Town of Natick would like to congratulate and thank Ms. Johnson's service to the Town of Natick for the last 7 years. Ms. Johnson gave birth this year to a beautiful little girl Olivia and will not be returning. We wish her well!

Susan Calhoun, the Administrative Assistant for the Conservation Commission, handles the administrative details for the Conservation Commission, including issuing Commission decisions and wetland enforcement orders.

Bob Bois, the Town's Conservation Agent, helps the Commission oversee and enforce the Town's Wetlands By-Law and Regulations. Additionally, he is the Town's Environmental Compliance Officer responsible for overseeing compliance of Town operations with environmental requirements.

Judy Jones, the Neighborhood Bus Coordinator, runs the day-to-day operation of the Neighborhood Bus including dispatch. She implements our new bus routes and was responsible for producing a new schedule that was printed at no cost to the Town by Community Graphics. The new schedule includes many of the recommendations made by the Bus Task Force. Judy also coordinates funding with the State Transportation and the MBTA.

Year-End Review

- This year the Town of Natick was rated as one of America's Top-Rated Smaller Cities by Grey House Publishing. The Town of Natick was ranked higher than the two other Massachusetts Towns selected by the publisher for the evaluation - Needham and Wellesley. The rankings were based on Business and Living Environments, and includes criterion for employment, education, finances, demographics, housing, residential mix, transportation, public safety, recreation, income, taxes, utilities, health care, air and water quality.
- The Town of Natick and the MBTA applied for and received a Federal Transit Administration grant to fund two lift equipped buses for the Natick Neighborhood Bus System. These vehicles will utilize the Town of Natick's suburban transit fixed route system. The total cost for two buses is over \$120,000. The Town of Natick provided a local match of \$24,000.
- The Town of Natick applied for two Priority Development Fund grants issued by Massachusetts Department of Housing and Community Development. The grants will provide planning assistance for the construction of Affordable Housing. The first grant amount is \$55,000 dollars and will fund assistance for the Natick Armory Site, Court House and Senior Center. The Town of Natick hired Goody Clancy to assist the planning effort and appointed a committee to complete a master plan with an affordable housing component for the three locations. The second grant amount is \$45,000 and will fund a study to construct a

Transit Oriented Housing Development behind the Police and Fire Station along South Avenue. The Town will work on completing a master plan at this location in 2005.

- The Route 135 ISTEAD Roadway Improvements Project is expected to continue again in the spring. The Project is a two-year resurfacing and side-walk construction project for much of Route 135. The Project begins on West Central Street at the Framingham Town Line and extends 14,400 feet east to Downtown Natick and continues on East Central Street, 7,930 feet to the Wellesley Town Line. A 1,300 foot section of South Main Street (Route 27) between Downtown Natick and Cottage Street is also included in the project. The total project length is 23,630 (4.5 miles). The proposed project includes cold planing, resurfacing the existing roadway and full depth construction. The proposed work also includes the installation of curbing required to fill the gaps within existing curbing, which provides for a better gutter line, the reconstruction of existing sidewalks and the installation of new concrete or bituminous sidewalks where none exist to provide a continuous pedestrian path throughout the project corridor. The most extensive work will be performed on East Central Street, in the Downtown Natick area between North Main Street and Union Street and two adjacent side streets - Clarendon and Hayes Streets. Pavement improvements in this area will supplement geometric and signalization improvements, sidewalk and streetscape enhancements, street trees and brick pavers. Total

estimated cost of construction is \$3.4 million dollars.

- The Planning Board approved the Special Permit for the Natick Mall Expansion Project. The Project includes the redevelopment of the Wonderbread/Tech Commons site by the expansion to the Mall. The Natick Mall opened in 1966, and was completely rebuilt and reopened in 1994. It serves 17 million shoppers each year, with sales per square foot twice the national average. Natick Mall is the largest employer in Natick, with an estimated 2,000 employees on site and is the largest taxpayer in Natick. The new expansion project will add approximately 600 permanent jobs to the local economy. Currently, the Mall has approximately 1,159,000 square feet of retail space on 41 acres of land. The Natick Mall expansion will take place on the 16.78 acres Wonderbread/Tech Commons site. The site previously housed a 253,858 square foot one-story building surrounded by a parking lot. Prior to its demolition, the building was used as an industrial bakery, vacated by the Continental Baking Company in the 1990's. The Natick Mall Expansion project includes approximately 565,000 square feet of retail space and 250 condominium units in two buildings, and approximately 3,110 new parking spaces. The Natick Planning Board gave its approval to the retail expansion in July of 2004. Two major retailers, Nordstrom and Neiman Marcus, have announced plans to build on the site, becoming the first Nordstrom in Massachusetts and only the second Neiman Marcus in the state. The current plans also

call for four sit-down restaurants with full-bar service, high-end apparel, jewelry and home furnishings stores. The Condominium Community, which will be attached to the new expansion, has not been approved by the Planning Board, and will also require Town Meeting approval. One of the issues that the Planning Board is discussing is requiring a mandatory affordable housing component to their approval. The Natick Mall has stated in their final environmental report that they are committed to addressing the need for low-income housing in the Town of Natick, either in the form of a monetary contribution to the Town of Natick's Affordable Housing Fund, or subsidized units at the Mall, or off-site.

- The Planning Board will continue to work on the Natick By-Laws relating to the elective inclusionary overlay zoning in all residential districts and the Housing Overlay Option Plan (HOOP) district to increase the production of housing units affordable to persons of low and moderate income. The Board received its first application this year under the HOOP. Affordable housing may be created by employing the incentives offered under these overlay zoning districts which is intended to encourage utilization of the Town's remaining developable land in a manner consistent with local housing policies and needs, to encourage redevelopment of land and buildings in urban centers consistent with smart growth principles and to encourage new housing developments to contain a proportion of the housing units affordable to persons of low and moderate income

by offering bonuses of increased density to encourage the creation of such housing. Accordingly, the goals of this development program are to: increase the supply of housing in the Town that is available to and affordable by low and moderate income households; to encourage a greater diversity of housing accommodations to meet the needs of family households and other Town residents; and to promote a reasonable mix and distribution of housing opportunities in residential neighborhoods throughout the Town.

- The Natick Community Development Office and Natick Center Associates sponsored a forum on "Smart Growth" for Downtown Natick.
- The newly formed Design Review Board made recommendations on its first case for Eastern Bank which will be located at 2 South Avenue. The Board reviewed the project and made recommendations to the Zoning Board of Appeals which were implemented. The purpose of the Design Review Board is to provide a detailed review of exterior alterations made to structures and development projects having substantial impact on the Natick Downtown Mixed Use District. The Design Review members are John R. Traficante, Wayne A. Chouinard, Sosie Sagherian, Anna Mancini, and Sarallyn Keller. We welcome this Board to the Community Development Team and look forward to their service.
- The Loew's theater site is near completion as a 56,600 square-foot retail shopping center with the two major Stores - Lazy Boy and Circuit City.

- In June the Town of Natick joined WestMetro HOME Consortium for the purpose of carrying out eligible activities under HUD regulations to create affordable housing, retention of existing affordable housing stock, improving the safety and livability of neighborhoods and expand economic opportunities.

What's Ahead

- We will continue to see “tear downs” and an increase in alteration permits in Natick as a result of a limited number of buildable lots available and the high costs of land and new construction.
- The Town of Natick will need to develop a housing plan. This plan should include a needs assessment, a plan to address priority areas, an analysis of barriers to affordable housing and an action plan regarding the use of future WestMetro HOME funding.
- We will need to find a solution for the wireless communication needs in South Natick.

- North Main Street (Route 27) Improvements Project. The Town of Natick has submitted a Request Project Initiation and Entry for North Main Street (Route 27) from North Avenue to Route 9 (1.2 miles). The proposed roadway improvements consist of roadway widening, roadway resurfacing, and reconstruction of sidewalks with granite curbing and upgrading of traffic signals. The roadway carries approximately 18,900 vehicles per day with 2.5% truck traffic. The Natick Mall in their approval is required to fund the design. We are looking for an estimated advertising date of September 2007.

In conclusion, I would like to thank the entire Community Development Department staff, Board and Commission members for their continued dedication of service to the Town of Natick.

Respectfully submitted,

Sarkis Sarkisian
Director

Building Division

The Building Department consists of the following personnel: Michael J. Melchiorri, Building Commissioner; Michael J. Connelly, Local Building Inspector; David Gusmini, Local Building Inspector; Lawrence Forshner, Part-time Electrical Inspector, Scott Chavious, Part-time Electrical Inspector; Gregg Lamont,

Assistant Part-time Electrical Inspector; Robert Dempsey, Part-time Plumbing/Gas Inspector; and Robert Nation and George Lessard, Assistant Plumbing Inspectors.

In 2004, the Building Department issued the following permits and collected the following fees:

72	New Building Permits	\$224,992.00
1141	Alteration Permits	394,428.40
1255	Electrical Permits	143,501.00
681	Gas Permits	21,615.00
747	Plumbing Permits	34,400.00
92	Certificates of Inspections	7,735.00
	Reinspections	<u>140.00</u>
	Total	\$826,811.40

Construction was completed at a number of sites this year, including:

- ◆ The new Circuit City
- ◆ Razing of the Wonder Bread Facility
- ◆ Phase I of Boston Scientific (renovation)
- ◆ Hamlet Estates
- ◆ Woodland Village
- ◆ Grace Circle
- ◆ Pond Street
- ◆ North Main Street Condominiums
- ◆ Lupine and Park Street

Subdivisons currently under construction are: Meadows I 95% complete; Meadows II

50% complete; and Sanctuary 80% complete.

The year 2005 should see the start of construction of the following sites: the new Natick Mall expansion, Dick’s Sporting Goods, the Completion of La-Z-Boy, the Container Store, Walnut Hill School renovations; and Destination Maternity. Residentially we will see the start of Dean Condo Complex, Azalea Estates, Winter Oaks (Jennison Circle) and Meadows III.

At this time I would like to honor the memory of Frederick L. Sanford, Jr., Natick Building Commissioner for 37 years. Mr. Sanford oversaw many Natick projects over the years including the Natick Mall, Boston Scientific, Hampton Inn, Crown Plaza and the Cloverleaf Mall, to name a few. Mr. Sanford passed away on January 12, 2005.

Respectfully submitted,

Michael J. Melchiorri
Building Inspector

Conservation Commission

The Conservation Commission is comprised of seven members appointed by the Town Board of Selectmen. The present Commission members have varying backgrounds, including biology, architecture, environmental law, teaching, civil engineering, environmental science and engineering and landscaping. The primary responsibility of the Commission is to implement and enforce Article 31- the Natick’s Wetland Bylaw and Regulations, the Massachusetts Wetlands Protection Act and Regulations (Chapter 131, section 40 and 310 CMR 10.58), the Rivers Protection Act (310 CMR 10.58), and the state Best Management Practices for the Stormwater Management Policy, as well as to acquire

and protect open space. In addition, the Commission advises the Selectmen on matters that relate to the Aquifer Protection District, the Agricultural Preservation Act and on various wildlife issues.

A “part-time” Conservation agent and staff member provides assistance to the Commissioners and the public on a daily basis. They provide support for bimonthly Commission meetings and frequently held subcommittee meetings and answer questions from the public and professional communities. They also provide technical assistance and research on environmental issues, schedule hearings, prepare decisions made by the Commission and perform site

visits. Additional projects completed by staff include assisting on the Open Space Plan, completing grant applications and implementing special environmental projects.

Accomplishments this year include:

- **Enforcement of the New General Wetland Protection Rules and Regulations:** The Natick Conservation Commission adopted new wetland protection regulations last year. The new regulations create uniformity of process and helped clarify the provisions of Natick's General Wetlands Protection Bylaws. The new rules are intended to minimize delay in the permitting process by providing applicants and their consultants with information that will help them comply with the Bylaw. The new regulations also include a new Town filing fee schedule that is in addition to the State filing fee schedule. Over the last year the Commission has increased its enforcement efforts and is discussing the use of monetary penalties against violators of the Wetland Bylaws and state Wetland Protection Regulations.
- **The Natick Mall Expansion Project:** The Commission approved the project with a major clean-up and replanting with appropriate wetland plant and trees in a stressed wetland located on site. The Commission also required an extensive operation and maintenance plan for on-site storm water management and the Storm Water Permit issued by the EPA.
- **Landfill/Golf Course Project:** The Commission continues to monitor the Order of Conditions (OOC) for the golf course. Over the past year the Commission has reviewed the Integrated Pest Management Plan

(IPM) Report and the Phragmites Control Plan and has amended the OOC to reduce sampling of IPM chemicals to once every three years.

- **The Conservation Commission Website:** The website is continuing to maintain the Conservation Website. The Website includes the General Wetlands Protection Rules and Regulations and Fee Schedule, and answers to Frequently Asked Questions (FAQ) regarding wetlands. In addition, the website includes the Wetland Bylaw, a procedures memo, agendas, and a member list. Other associated information, like the Aquifer Protection District map, the Open Space map and the Pegan Cove Trail map, can be found on the Community Development website.
- **Open Space Additions and Conservation Restrictions:** Over the past year, 2.2 acres of land abutting Azalea Estates was donated by B&B Land Corporation and added to Conservation owned or restricted land in Town. The land abuts existing walking trails in the Algonquian Drive area of Town.

Over the past year, the Commission held 23 meetings to review projects subject to the Massachusetts Wetlands Protection Act in which they issued 18 Orders of Conditions, 6 Determinations of Applicability, 16 Certificates of Compliance, 5 Order of Conditions Extensions, 2 Plan Changes, 5 Enforcement Orders and 2 Abbreviated Notice of Resources Area Delineation.

And finally, the Commission continues to encourage potential applicants with marginal wetland issues to come and talk to the Commission to determine if any type of filing is necessary and if so to give the person a sense of the Commission's concern that they will need to address in the filing.

This informal discussion, which occurs during the first half hour of the Commission's twice-a-monthly meeting, should reduce the number of negative determinations and improve the overall quality of the filings for applicants who are not familiar with the filing process. The net effect of this effort will be fewer filings and less time spent in deliberations. The Commission has had 39 potential applicants take advantage of informal discussions. This is a two fold increase over the number of

informal discussions last year. About one half of these applicants were asked to return to the Commission with filings.

Respectfully submitted,

Matthew Gardner, Chair
Jason Makofsky, Treasurer
Doug Shepard, Vice Chair
Randy Johnson
Bernard Raftery
Kathy Rehl
George Bain

Neighborhood Bus

The Natick Neighborhood Bus is a department in the Community Development office. The Natick Neighborhood Bus is subsidized by the Town of Natick and the M.B.T.A.'s Suburban Transportation (65%) of the net cost of operation. This year, the Town maximized our annual subsidy of \$76,000 from the MBTA and received approval to extend our contract for another 3 years. Through fares & tickets, the NNB also collected \$30,000.

The Neighborhood Bus currently operates three (3) buses and 1 van. Two buses operate daily on fixed routes. Route 1 runs a southwest route from 7:15 am to 5:15 pm with a one-hour break in service from 12:15 pm to 1:15 pm. Route 2 runs a northeast route from 9:45 am to 1:45 pm. The third bus is a commuter bus that services residents and reverse commuters during early morning and evening hours to meet the downtown commuter train. We also have Saturday bus service from 9:15 am to 4:15 pm. The Van is used as a door- to-door service for disabled and elderly residents who are unable to use the Neighborhood Bus.

In April 2004, we began our van grocery shopping trips for senior and disabled Natick residents. We have seen a steady increase in ridership for this service and expect to see a significant increase in revenue in the coming year.

In addition to the normal services provided, the Neighborhood Bus is also used for Natick Emergency Operations Center contingencies. In the case of a major disaster, Neighborhood Buses would be used to help evacuate citizens, or for other purposes determined by the Operations Center.

The Neighborhood Bus has also worked with the Veterans Services, Recreation Department, School Department and the Police and Fire Departments to coordinate transportation service for special events.

Natick Neighborhood Bus Staff:

Judy Jones, Coordinator
Ronald Ellis, Driver
John Pacheco, Driver
Oscar Otero, Driver
Robert Raisch, Driver
Lawrence Doherty, Driver
John Doherty, Sr., Driver

Planning Board

The Planning Board is an elected Board in Natick whose jurisdiction includes: approving, modifying or rejecting all proposed subdivision applications, all proposed special permit applications for commercial development in the Regional Center (RC) and Highway Corridor (HC) overlay districts in the environs of Route 9, approving or rejecting all applications for “Approval Not Required” plans and initiating Zoning Bylaw recommendations for Town Meeting action. The Board also acts and administers the following:

- ◆ Prepare, adopt, amend and implement a Master Plan for the Town. (Mass. Gen. Law Ch. 41 Sec. 81 D)
- ◆ Adopt, administer and amend Subdivision Rules & Regulations.
- ◆ Act as a Special Permit Granting Authority when applicable
- ◆ Approve Site Plans when applicable.
- ◆ Administer Aquifer Protection By-Law when applicable.
- ◆ Recommend designation of and hold public hearings on requests regarding the Scenic Roads Act.
- ◆ Appoint 3 members to the Design Review Board
- ◆ Review and issue Special Permits for signage in the Highway Overlay Districts along Route 9

In 2004, the Planning Board held thirty-five regular meetings and held eight site visits. The Board issued the following permits:

- ◆ Approval of 4 subdivisions – Azalea Estates, Heavey Estates, Drew Estates, Manchester Place.
- ◆ 20 Special Permits – 5 of which included Site Plan Review
- ◆ 18 ANR approval not required plans
- ◆ 3 Scenic Road hearings

The Planning Board spent four months through long meetings approving the Special Permit for the Natick Mall Expansion project. The project involves the redevelopment of the Wonderbread/Tech Commons site for the expansion to the Mall of an additional 525,000 square feet of upscale retail stores and restaurants. The project is also proposing a residential component that shall require zoning relief and Town Meeting approval. It is anticipated that the Town of Natick will realize substantial tax benefits and Conservation Funds by such redevelopment as well as transportation improvements to the regional center.

The Planning Board approved Dick’s Sporting Goods Store site plan a 68,000 square foot two story retail expansion project which will also contain a Starbucks Store in the Sherwood Plaza Shopping Mall.

The Planning Board will continue to work on the Natick Zoning By-Laws relating to the required inclusionary overlay zoning in all residential districts and the Housing Overlay Option Plan (HOOP) district to increase the production of housing units affordable to persons of low and moderate income. We anticipate approval of our first HOOP development in the coming year. Affordable housing may be created by employing the incentives offered under these overlay zoning districts which is intended to encourage utilization of the Town’s remaining developable land in a manner consistent with local housing policies and needs, to encourage redevelopment of land and buildings in urban centers consistent with smart growth principles and to encourage new housing developments to contain a proportion of the housing units affordable to persons of low and moderate income by offering bonuses of

increased density to encourage the creation of such housing. Accordingly, the goals of this development program are to: increase the supply of housing in the Town that is available to and affordable by low and moderate income households; to encourage a greater diversity of housing accommodations to meet the needs of family households and other Town residents; and to promote a reasonable mix and distribution of housing opportunities in residential neighborhoods throughout the Town. The Board looks forward to

developing an affordable housing plan and options for the town and its residents.

The Planning Board in 2005 looks forward to assisting in producing an Affordable Housing Plan.

Members: Robert Foster, Chairperson
Robert Eisenmenger
Ken Soderholm
George Richards, III
Julian Munnich
Andrew Meyer, Assoc Member

Zoning Board of Appeals

Chapter 40A of the Massachusetts General Laws sets the requirements by which a Zoning Board of Appeals operates. The Board is comprised of three attorneys, two realtors, an architect, and a layperson. The Board of Selectmen appoints five regular members and three associate members, trying to maintain at least one attorney, one architect, and one civil engineer or builder. Each Town has its own Zoning By-Law, which states what uses are permitted and what dimensional requirements have been established for the different areas of Town. The Zoning Board of Appeals hears cases seeking relief from these regulations. Five members sit on each case brought before the Board and have the power to hear and decide the following petitions:

- ◆ Requests for Variances from the regulations of the Natick Zoning By-Laws – the Zoning Board of Appeals can grant a Variance only if very specific requirements are met and the petitioner can prove a hardship. A Variance may be granted to allow the construction of an addition to a dwelling that does not meet the current setback requirements or to allow a use

that is not noted in the regulation table.

- ◆ Requests for Special Permits as allowed within the Natick Zoning By-Laws – the Zoning Board of Appeals, acting as the Special Permit Granting Authority (SPGA) can grant permission for specific uses in specific zones. For example, a Special Permit may be granted to allow a sign that doesn't meet the requirements of the Zoning By-Laws or for a dog kennel or for construction within the Aquifer Protection District.

In 2004, the Zoning Board of Appeals received 66 petitions, with filing fees totaling \$27,651.35. These fees cover the cost of legal advertisements and abutter notifications, as required by State law. Of these applications, six were withdrawn prior to the public hearing; 51 were granted conditionally; seven were denied; and two have yet to be decided. The majority of the applications received concerned residential property.

Most of the residential requests were for relief from setback requirements in order to construct an addition to the existing dwelling. "Tear downs" continue to be a popular trend, with Town residents wishing for increased and better designed space without wanting to leave their established neighborhoods. Petitions to replace existing multi-family structures with modern attached townhouses in the downtown area are also a recurring theme.

After the Town received notice from the Massachusetts Housing Appeals Committee of their verdict regarding the Chapter 40B 183-unit Cloverleaf Apartments proposed for the rear of the Cloverleaf Mall on Speen Street, both the Town and an abutter filed appeals in the Massachusetts Superior Court. These are still pending.

In 2004, the Zoning Board of Appeals received a two Chapter 40B applications. The first was for 12 residential units (25 percent of which will be affordable to low and moderate income families) to be located at Seven Dewey Street. The petitioners withdrew their Chapter 40B application and have made a new application under the Housing Option Overlay Plan (HOOP).

The second Chapter 40B application proposes the new construction of 18 townhouses and rehabilitation of an additional 6 units within two currently existing three-family houses. The 24 units will consist of 1 studio, 22 two-bedroom and 1 four-bedroom unit. Of the 24 units, 6 will be low-income units. The site is 1.27 acres of land located at 8-10 Grant Street. A decision is still pending.

We would like to thank Michael Radin for his services and contribution to the Zoning Board of Appeals and to the Town of Natick. Mr. Radin recently resigned as an Associate Member on the Board of Appeals.

Each member of the Zoning Board of Appeals looks forward to his/her continued service.

Respectfully submitted,

Robert Havener, Chair
James Fletcher, Vice Chair
Robert Troccoli, Clerk
Laura Godin
Ronald Lustig
Deborah Nelson
Stephen Perry

Public Schools

Superintendent of Schools

This report reflects a summation of the highlights of the more significant events and accomplishments during the past year.

Natick School Committee

- Mr. David Murphy was elected to the School Committee and Mr. Henry Haugland and Mr. Ted Wynne were re-elected. Ms. Diane Packer was elected Chair, Mr. Jonathan Freedman was elected Vice Chairman and Ms. Peg Broekel was elected Clerk. Mr. Rick Wynn was appointed to the School Committee in September 2004 as a result of the resignation of Ms. Kristine Van Amsterdam.

Curriculum, Instruction & Assessment

- Initiated the process of benchmarking common student learning outcomes K-12 for all content areas.
- For instructional materials: Adopted mathematics textbooks for Algebra I and Algebra II, Grade 7-8 Social Studies, Grade 3-4 Science Kit adoption, Freshman Spanish textbooks.
- Adopted instructional strategy of "Making Math More Accessible for Students with Special Needs" at Kennedy (grade 5) and Wilson (grades 6 and 8), reinforced the strategies used in Studying the Skillful Teacher.
- Developed grade 1-4 mid- and end-of-year benchmark assessments for mathematics, implemented the use of the Developmental Reading

Assessment K-4 and the Scholastic Reading Inventory 5-8.

- Began the process of MCAS data analysis at the administrative level with TestWiz application.
- NEASC Accreditation process for the high school continues with steering committee work on academic expectations and rubrics.
- NEASC Accreditation process for the middle school continues with group collaboration on mission statement and academic expectations.

Pupil Services

- Mid Cycle Coordinated Program Review - The Department of Education determined that Natick Public Schools achieved 100% compliance in all criterion areas including special education, civil rights, parent involvement, homeless students, behavioral intervention, English Language Learners, and professional development. The DOE further commended and congratulated the district and its staff for their extraordinary efforts in implementing state and federal special education requirements.
- As a result of the 100% compliance rating and Natick's commendable implementation of services as determined by the Coordinated Program Review, Natick Public Schools was nominated and selected to serve as a part of the DOE's Quality Assurance Team in the area of English Learner Education.

- Successfully implemented English Language Learner training to all certified staff members.

Natick High School

- In the area of curriculum, Natick High School has implemented the "Physics First" model in science. All freshmen will take Physics as the foundation of their science studies. Also, social studies program offerings are being adjusted to match the new social studies curriculum frameworks. This change will mandate that students take both years of U.S. History at the high school level.
- The Natick High School Symphonic Band won the Gold Medal at the MICCA Festival and was invited to play at Symphony Hall in April.
- The High School had significant change in faculty with over twenty new teachers and a new Department Head starting in September 2004.
- Our athletic department had a very successful 03-04. Highlights of the year included: the undefeated Girls' Volleyball Team was awarded the M.I.A.A. Sportsmanship Award, the Boys' Ski team won its first Ski East Championship, and the Boys' Soccer, Girls' Volleyball, Wrestling, and the Boys' and Girls' Indoor Track teams won league championships. Also, during the past year, the Sailing Club made its debut, competing against other high schools.
- The Natick High School Wellness Center was equipped with new fitness and weight training

equipment with funds from the Carol M. White P.E.P. Grant.

- Through the efforts of our Business Department staff and our Career Specialist, the Junior Job Shadowing Day Program continued to grow and the Senior Internship Program placed fifty seniors in one month internships.

Kennedy Middle School

- Received a \$5,000 grant from Blue Cross Blue Shield
 - Grant focuses on health initiatives including the Jump Up and Go program
 - Funded Walking Club, Healthy Cooking Class, Running Club
 - Supported the piloting of a school-wide breakfast program and subsequent formal breakfast program for '04 -'05 school year
 - Supported training of faculty in curriculum related to nutrition and health
- Final stage of renovations completed
 - Main office expanded and renovated
 - Additional faculty office space added
 - Renovation of Health Clinic
 - Addition of a Literacy Center
 - Final renovation of science lab
- Continued curriculum work
 - Reconfigured social studies curriculum for grades seven and eight
 - Developed curriculum and essential questions in social studies
 - Continued curriculum writing and benchmarking in all areas
- Addressed scheduling concerns and needs within the new model - Specifically addressed problems in the scheduling of Special Area Academics
 - Reviewed all scheduling patterns, staff availability and student needs

- Created new master schedule to support student needs
- Implemented new schedule

Wilson Middle School

The 2003-2004 school year was one of exceptional excitement and change. It included the following high points:

- Opening Wilson Middle School to students on September 1, 2003 for the first day of classes in a new state of the art structure designed specifically for middle school programming.
- Implementing a new organizational model for the school day to better match the developmental needs of middle school students. In this model, all students are members of an academic team taught by teachers who share a common planning time each day. During the school day, student groups within the team vary (flex) from one class to another. Time allocated to specific classes each day can also vary (flex) depending on need, and students participate in a rich program of exploratory classes in addition to their core academic subjects of math, science, social studies and language & literacy.
- Dedication of the Dr. Joseph A. Keefe Performing Arts Center on October 4, 2003. Prior to the dedication ceremony, tours of the newly opened school were available to members of the community. The Wilson Warrior Band provided music for the program which also included representatives from state and town government and the School Department who recognized Dr. Keefe's years of leadership in

education and service to the Natick Community.

- Dedication of the Wilson Middle School Library to former Wilson teacher, Gwendolyn K. Airasian on June 7, 2004. The plaque commemorating the dedication notes Mrs. Airasian as "teacher, colleague, friend," and understates the influence she had as a teacher of reading to many Wilson students during her career, and the impact she had as a professional among her colleagues. The dedication included music by members of the 7th and 8th grade chorus, and words from district and building administration, school committee and Airasian family representatives.
- Achievements by Wilson students included staging a production of "Once Upon this Island," winning awards in instrumental and choral music competitions, winning first place in their division in Intermediate Math League of Eastern Massachusetts competition by the Wilson Math Team, contributions from 8th grade students to the Natick Food Pantry at Thanksgiving time, beginning a student newspaper, and continuation of growth in all other areas of student activities and achievement.

Bennett-Hemenway School

- Mr. Alex Popp was appointed interim principal after the retirement of Stuart Peskin.
- Continuing to foster positive social and emotional development that promotes respect by implementing

“Open Circle” activities and school-wide assemblies that address these values.

- Continuing to review traffic and safety issues and working with the School Council and Town Officials on ways to improve existing conditions.
- Working on strategies throughout the year that enhance student learning (Professional development on Professional Learning Communities, Guided Reading, Poetry, Reading Non- Fiction).
- Continuing to support and expand the Ben-Hem after-school enrichment program by increasing offerings and opportunities.
- Involving grade four students with the National Geographic Geography Bee by having all grade four students participate. Student participation promotes geography awareness and global responsibility.
- Promoting Community Service with school-wide support for the “Read to Feed” Heifer Project International.

Brown School

- Regular Education, Special Education, and English Language Learners are showing steady improvement on MCAS assessments. Third grade students showed the greatest improvement with 94% achieving scores in the proficient range.
- English Language Arts initiatives are coming alive. Data from the Developmental Reading Assessment

indicates that the majority of our students are meeting grade level benchmarks.

- There has been an increase in the number of community members and student interns who help to support learning in our classrooms.

Johnson School

- Johnson has an art/music room! After implementing programs from a cart for many years, space was allocated for the instruction of our art/music programs. To support our new space, the PTO raised \$1500 to supplement the music equipment budget this year. Our beloved music teacher, Mr. Jodice, is thrilled to be able to purchase new xylophones and drums as we work to build an equitable collection of instructional equipment to that in the other elementary schools.
- Johnson continues to work toward building a sufficient collection of leveled tests to support the guided reading instruction of our students. Literacy closets house resources available to teachers to assure that students have access to ample text selections at their prescribed instructional level across varied genre. To date, we have established the beginnings of a fiction collection and look forward to broadening our collection to include poetry and non-fiction.
- In partnership with the Big Brother/ Big Sister organization, Johnson started an after school mentor program which matches students Johnson students with students from Natick High School who serve as mentors.

Lilja School

- Enhanced instruction in poetry in K-4 classrooms through work with nationally recognized expert in reading and writing poetry with children, Georgia Heard. Georgia Heard provided demonstration lessons in classrooms and consultation to all teachers.
- Implemented Handwriting without Tears program in all 3rd grade classrooms. This program was already in use in all K-2 classrooms.
- Hosted visits by the Benjamin Franklin Classical Charter School in Franklin and the Lincoln Eliot School in Newton showcasing best literacy practices in Lilja's K-4 classrooms.

Memorial School

- Ms. Beverly McCloskey was appointed Principal replacing Mr. Kevin Crowley.
- As part of Natick's ELA initiative to

establish a Balanced Literacy Program we opened a "guided reading book room" with a collection of leveled texts to support guided reading instruction. This collection will grow over time to provide teachers access to the appropriate tests for each student's instructional level.

- We are completing the final phase of our playground project with the construction of an "outdoor classroom" structure which will be available for learning during the day and for community groups.
- Third and fourth graders have worked all year with our local poet "laureate" Mr. Andrew Green to learn about and read a wide range of poetry and then write and publish their own.

Respectfully submitted,

James Connolly,
Superintendent of Schools

In June of 2004 the School Committee reorganized and elected the following officers: Chairperson, Stephen Kane (Natick); Vice Chairperson, Tassos Filledes (Natick); Treasurer, Jack Keating; Assistant Treasurer, Larry Cooper (Framingham); Secretary, Richard Lanoue (Holliston). The School Committee holds its regularly scheduled meetings on the first Monday of each month at 7:00 P.M. in the Committee Meeting Room at the school.

Graduation

On Saturday, May 29, 2004, 175 students received their diplomas as graduates of our school. 97% of the class of 2004 met the competency determination (CD) having passed the MCAS test and, therefore, received a full diploma meeting both the requirements of the school and the state. Our graduates received over \$50,000 in awards and qualified for substantial college grants. Many members of the class indicated that they will be pursuing further education. Over 90% had secured employment as of graduation day. Graduation day for the class of 2005 is scheduled for June 4, 2005.

Student Enrollment

On August 31, 2004, Keefe Tech welcomed over 200 grade nine students to our school. The school population of 744 includes students from Ashland (61), Framingham (534), Holliston (24), Hopkinton (23), Natick (66), and 35 students accepted from out-of-district towns.

Guidance Services

New Director of Guidance, Jonathan Evans, has quickly adapted to his new role. Under his direction, we have produced an informative 10-minute DVD promotional video that is available to the public by calling (508) 416-2270. In addition, he has

invited all guidance counselors representing our district communities to tour our school to become more informed about the many wonderful educational opportunities available at Keefe Tech. Mr. Evans will continue to work to get information out to our communities.

Student Progress

Our students have continued to demonstrate progress academically, and our class of 2005 is on track to meet or exceed the 97% MCAS passing rate for the class of 2004. An increasing number of our students are indicating a desire to continue their education after Keefe. Our college preparatory level courses meet the requirements for students to be accepted to two- or four-year colleges. Under the No Child Left Behind (NCLB) Federal legislation, we have met the Adequate Yearly Progress (AYP) for the aggregate and for all subgroups. Keefe Tech is continuing to aggressively seek and meet industry recognized standards with over 75% of our vocational-technical programs connected to a third party independent validation.

The following programs have achieved a third party validation:

Automotive Technology

- National Automotive Technicians Education Foundation (NATEF)

Business Technology

- Business Professionals of America (BPA)
- Microsoft Office User Specialist (MOUS)

Cosmetology

- Commonwealth of Massachusetts Board of Cosmetology in Cosmetology, Aesthetics and Manicuring

Culinary Arts

- American Culinary Federation (ACF)
- Serv Safe Certification

Electrical

- Mass. Board of Electrical Examiners
- ### Graphic Arts

- PrintEd Certified

Health Careers

- Mass. Department of Public Health
- Certified Nursing Assistant (CNA)
- Emergency Medical Technician (EMT)

Information Technology

- A+Computer Technology Certification
- Cisco Certified Academy for Networking & Telecommunications

Metals Technology

- American Welding Society (AWS)

Plumbing

- Mass. State Board of Examiners of Plumbing and Gas Fitters

Early Childhood will be added to our list of vocational technical offerings beginning in the Fall of 2005.

Continuing Education

Our extremely popular continuing education program continues to attract 2000-2500 adults each semester to a diverse and affordable array of courses. Continuing education brochures can be obtained by calling (508) 935-0202 or going to our website: www.jpkeefehs.org and clicking on continuing education.

Beginning with the fall of 2004, we have added our first distance learning offering at www.jpkeefe-elearning.com. We successfully offered the construction supervisor's license preparation course. We are always looking for suggestions for additional courses. E-mail us.

Special Education Services

Keefe Tech has a long and successful history of providing for the wide and varied educational needs of students. 45% of our students have an Individual Educational Plan (IEP). We offer an extensive variety of programming to help students reach their

potential and become proud confident graduates with a state approved diploma.

Student Activities

Vocational Student Activities include: Skills USA, Business Professionals of America (BPA), FFA (Agricultural Education) and American Culinary Federation (ACF). These are national professional organizations for career and technical students that promote leadership, citizenship and character development through programs and activities. There are also opportunities for awards and scholarships at the local, state and national level. Members also participate in activities, workshops and conferences to develop their job skills, communication abilities and leadership skills. The following students received awards at the state level:

03-04 FFA State Winners

Craig Rutherford – 1st place Engineering

- Science Exhibit

Phil Rousseau – 1st place Environment

- Science Exhibit

Tyrell White – 2nd place Microbiology

- Science Exhibit

Amy Hill – 2nd place FFA Creed (one-page Memorization)

Ryan Goulding – 2nd place Job Interview

Amy Hill, Elizabeth Osborn, Tyrell White,

Victor Ventura – 3rd place FFA Quiz Bowl

Stacey Nadeau, Carly Schumacher – 3rd

- Place Team Demonstration

Anna Hill, Craig Rutherford, Carly

- Schumacher – State FFA Degree

03-04 Skills USA State Medal Winners

Matt Aiello – Gold, Cabinetmaking

Sianna Miller – Silver, Basic Health Care

Ketlyn DePaula – Silver, Nursing Assistant

Amanda Dennehy – Silver, Culinary Arts

Christine Pennett – State Officer Elect

03-04 BPA State Winners

- Danielle Ramos – 3rd place Desktop Publishing
- Jennifer Carter – 1st place Graphic Design
- Nick Binney – 1st place Digital Media Production, 3rd place Computer Network Technology, 5th place CISCO Systems Administration
- Nick Binney, Julian Mazzola, Glen Dubois – 5th place Network Design Team

Student Government

The student body elects members from each class to serve as student representatives. These groups are very active in student life and make reports on their activities and events throughout the year to the school committee.

Student Council: This organization represents the entire student body.

Class Officers: This group includes elected officers for each of the four grades for the high school.

National Honor Society (NHS): Membership in the NHS is based on a high level of scholastic achievement. The faculty advisor invites each candidate who meets this criteria to apply for membership by

submitting evidence of leadership, service, character, three letters of recommendation and a personal statement. Currently, there are 30 students who are members of the Keefe chapter.

FY 06 Budget

The school committee approved budget for FY 06 is an increase of 7.9% over the FY 05 budget. The increase is entirely consumed by negotiated salary increases, health insurance, miscellaneous insurances and utilities.

As of October 1, 2004, 65 students from Natick were enrolled in our regular high school program. Your representatives to the Keefe School Committee are: Stephen Kane and Tassos Filledes.

We continue to enjoy an excellent relationship with the Natick Public Schools and are working cooperatively to provide the best opportunities for youth and adults in the South Middlesex District.

Respectfully submitted,

Peter D. Dewar
Superintendent-Director

Libraries

Morse Institute Library

A quote by President John Fitzgerald Kennedy captures the importance of a public library to its community. "If this nation is to be wise as well as strong, if we are to achieve our destiny, then we need more new ideas for more wise men reading more good books in more public libraries. These libraries should be open to all . . ."

The Morse Institute Library strives to provide these "good books" to create an atmosphere of debate, learning and creativity. The library's goal is to provide these materials in a variety of formats including print, large print, online, video, CD and DVD as well as in other languages.

In addition to materials which can be checked out for use at home, business or school, the library strives to provide quality technology and technology training to the community. The library offers 30 public PCs with word processing software, a connection to the Internet and the Minutemen Library Network. In addition, the library staff offers computer classes to help Natick residents improve their computer skills and their ability to access information on the Internet. In 2004, the library staff offered classes in word processing, access to the Internet, medical information on the web, access to the online catalog, Internet safety and genealogy resources on the web. Library staff offered over 100 computer programs in 2004.

Thousands of Natick residents took advantage of the wealth of programs offered by library staff including art and music, living history, focus groups, book clubs and story hours for children and families. Over 1, 200 other groups and organizations held

meetings and a variety of events in the library meeting rooms in 2004.

The year 2004 reflected some of the challenges the library and library staff have faced for the past several years, as well as the introduction of several new services. These trends and new services include:

- 1) On-going expansion of technology services: the purchase of 5 additional public PCs with Microsoft Office, access to the Internet and the Minuteman online catalog enabled us to offer a total of 30 PCs for public use. Wireless access is also available on the 2nd floor of the library.
- 2) Increasing Use of Library Services: library circulation reached 550,000 in 2004. Even with the addition of part-time staff, this type of increase requires a continual evaluation of the most efficient way to get materials to the public. Some of the growth resulted from the ease with which patrons can request materials from their home or work computer. The improved procedures for requesting a title online were made possible by upgrades in the Minuteman Library Network. These improvements have resulted in a 400% increase in materials borrowed from other libraries for Natick patrons and items sent to other libraries.
- 3) Information Desk on First Floor: staffing an information desk on the library first floor has been in the planning stage for several years. We began staffing the information desk in the fall of 2004, and we hope to staff it on weekends in early 2005. The information desk which is located near the front door is a great benefit to patrons and all types of questions are answered at

this location. Information desk staff answers almost 100 questions a day.

4) Communication- Newsletters, News Releases, and Web Site: library staff continually looks for ways to improve communication with library patrons. The library staff produces two newsletters, one monthly and one bi-monthly. In addition, a weekly column appears in the Tab Bulletin. All library programs and services are listed on the library web site at www.morseinstitute.org and the Natick town website www.natickma.org.

5) Local History Resources: the new archives room was completed in the fall of 2004 with a \$100,000 grant from a private foundation. Fragile and/or valuable local records and documents are now housed in the archives. Other town departments as well as local groups are invited to house their valuable or historic materials in the climate controlled archives room.

In 2004, there was a major change in library administration. Assistant Director Brenda Castino stepped down after twenty-four years of service at the Morse Institute to pursue other interests. Over 100 people attended the reception in her honor in September 2004.

Many of the programs, services and projects enjoyed by the public while visiting the library are made possible by the bountiful support of individuals and groups in the community. It is not possible to list all the volunteers and groups who have enhanced the library during 2004, but each and every one has made a difference. The Natick Garden Club provides the flowers, the year round decorations and care of the indoor plants. Children First Natick, Kids Connect and Natick Family Network co-sponsor all types of programs for children, adults and educators. Autism Alliance provides

reference, programs and resources to assist area residents with a family member with autism. The Friends of the Library raise over \$30,000 per year through their book sales and mailings to fund library projects. The Friends support the bookmobile, adult and children's programs, the Speed Read collection, the museum passes as well as large capital projects including the purchase of the bookmobile several years ago.

Support from other municipal departments including Recreation, the School Department, and the DPW enables the library to function smoothly, offer a variety of meeting spaces to the public, and to co-sponsor programs throughout the year. Town Administrator Phil Lemnios and the Finance Committee worked with the Board of Library Trustees to fund specific programs and to find creative ways to stretch the library budget.

Natick business owners also provided financial and volunteer support to the library and its patrons. In 2004, Middlesex Savings Bank, Natick Federal Bank, Cognex Corporation and Fair and Yeager Insurance funded a variety of programs and services. In addition, a number of other businesses and consultants contributed their expertise and services to the library and library events.

Respectfully Submitted by
Paula Polk, Library Director

Board of Library Trustees
Marshall Lebowitz, President
Elliot Goodman, Vice-President
Dr. Joseph Keefe, Clerk
Harriet Buckingham
Kathleen Donovan

Bacon Free Library

The Bacon Free Library continued its tradition of high-quality personal service to its patrons this past year. While the advantages of membership in the Minuteman Library Network (MLN) allow the library to provide more materials in a timely manner the staff here is equally proud of their friendly relationships with our patrons of all ages. Natick residents seem to respond positively to the intimate atmosphere provided by the historic building as they peruse the collection. Should their desired materials not be readily available, our readers don't hesitate to fully utilize other sources provided by MLN.

The Bacon Free Library Trustees, under the direction of Chairman Steven M. Wilson, supported the mission of the library by developing a master plan for building maintenance and improvements, collection development and special programming. Our mission to "provide popular materials and learning resources for the enjoyment and use of the public, with a special emphasis on supporting the educational needs of our children" has not aged in 125 years. Also in support of our mission, Kristen Arnold is once again offering twice weekly story hours, songs and crafts to our growing pre-school population. After-school seasonal activities for older children have also been highly successful. It is our hope that by enticing our youngest readers with a variety of books, videos and programs we will set them on a path of life-long reading pleasure and intellectual curiosity.

The adult collection focuses heavily on popular fiction and non-fiction alike, although mysteries always have a slight edge here in South Natick. Devoted readers of many genres happily frequent the Bacon Free Library weekly for new materials. Impromptu book discussions among

patrons and staff are the daily norm. In response to patron input, the Bacon Free Library has also begun to add more books in audio formats and large print editions. Library "regulars" quickly become friends, and our longest serving employee, Priscilla Duval, is likely to have a book suggestion ready for you as soon as she sees you enter the building.

This year as always, the Friends of the Bacon Free Library sponsored a series of programs and events that were well-attended by the public. From mystery author book talks to seasonal sing-alongs the Friends capably assist the library staff in reaching out to the community. The dedication of the Friends to the library is constant and their hard work is evident in all that they do. Their financial support of the collection and furnishings increases our ability to accommodate our patrons and their information or reading needs. The Friends' sponsorship of programming for children is particularly noteworthy. Without their support the high cost of craft supplies and story books would severely limit these popular events.

To help celebrate more than 125 years of library service to the community the Friends of the Bacon Free Library designed a special book bag in time for holiday gift giving. A limited number can still be purchased at the library for \$10.00.

The Bacon Free Library building is also the home of the Natick Historical Society & Museum. The Society carried on its mission of documenting the history of the Town of Natick, by collecting and preserving artifacts, printed materials, current information, and photographs. The Museum is a resource for study by elementary through college age students,

scout troops, senior citizens, writers and researchers. Over 2,800 hundred people visited the Museum during the year 2004. During the year, the Natick Historical Society and the Friends of the Bacon Free Library cosponsored a program and a 2nd very successful garden tour.

The Society joined other non-profit organizations on the Natick Common for Natick Days Sept. 11th. Books, maps, lapel pins and magnets were sold. The Society has eight different historical Natick maps available for sale.

Girl Scout Troops, elementary school groups and home school groups visited the Museum to learn about life in early Natick and to see permanent exhibits on the Harwood Baseball Factory, Vice-President Henry Wilson, Indian collections and Natick historical time lines.

Images of America – Natick, co-authored by Anne K. Schaller and Janice Prescott, for the

benefit of the Historical Society, is now out of print but available through the Society. www.natickhistory.com e-mail info@natickhistory.com.

The “Roads to History - Boston & Beyond,” project was a success by bringing visitors from the 2004 Democratic National Convention to visit the smaller or off the beaten path historical museums and sites. Information about the 28 member societies can be found www.roadstohistory.org.

Respectfully submitted,

Diane E. Wallace
Director
Bacon Free Library

Anne K. Schaller
Museum Director

Janice A. Prescott
Museum President

Finance

Board of Assessors

The Board of Assessors respectfully submits its annual town report for the fiscal year 2004. The Town has just concluded the property review for fiscal year 2005. The Assessors were able to conduct a comprehensive analysis and provided equitable and accurate assessments. The Assessors office will continue to review assessments for the accuracy on an ongoing basis and urge taxpayers to request inspections for

accuracy.

The Board of Assessors granted 423 Personal Exemptions to qualified property owners in fiscal year 2004. The warrant article increasing personal exemptions was presented and approved at Town Meeting and Personal Exemptions increased 20% by local option.

2004 Granted Exemptions

Clause	Description	Count	Total\$
17D	Senior/Surviving Spouse	103	21,179.89
18	Hardship/Infirmed	2	800.00
22(a-e)	Veteran 10% Disabled	188	55,225.00
22A	Veteran loss of limb	1	499.38
22B	Veteran multi limb loss	1	851.88
22C	Veteran adapted housing	1	1,116.25
22E	Veteran 100% disabled	19	13,395.00
37A	Blind	42	24,675.00
41A	Deferral	13	34,841.03
41C	Elderly	53	31,137.50

In fiscal year 2004 the Assessors Office committed for collection:

Real Property: \$55,066,910.10

Personal Property: \$856,925.70

For 2003 the committed excise totaled \$1,290,714.38

The Assessors Office received 299 abatement applications for real estate and personal property for fiscal year 2004. The staff inspected and

reviewed the applications received and issued 153 abatements that totaled \$96,853.05.

The Personal Property abatements totaled \$778.51 and there were 11 abatements granted. The Real Estate abatements totaled \$96,974.54 and there were 142 granted.

For fiscal year 2004 there is a total of 41 pending Appellate Tax Cases,

22 are for Telephone Communication Companies , 13 Commercial properties and 6 Residential properties. This could have significant impact on the overlay account. The potential liability could be in excess of \$1,061,920.90.

Meetings of the Board of Assessors are scheduled and are posted at Town Hall. The assessment data and all forms and applications are available on our web site <http://www.natickma.org> (please select Assessors Office).

The Assessors Office Staff will continue to provide residents with accurate assessment data. The Assessors Office is open daily to assist residents and will be committed to providing any and all support needed to answer all questions and concerns. The Assessors Office is open Monday - Friday 8:00 A.M. to 5:00 P.M..

Respectfully Submitted,

Janice M. Dangelo
Director of Assessing

Collector/Treasurer

In Fiscal Year 2004, the Town of Natick On-line Bill Payment usage increased to approximately 6% of all bill payers. This product allows residents to pay their Town of Natick bills on-line directly from their bank accounts through ACH transfer. The service is available twenty-four hours per day, seven days per week. One may access it through the Town of Natick Website at www.natickma.org.

It is our intention during the course of Fiscal Years 2005-2006 to increase the on-line payment usage, add a credit card payment option and roll out a second generation product that includes a point-of-sale ACH transfer for counter transactions. All of these options are for increased departmental efficiency, lower processing costs and added convenience for residents.

Again, I must thank the Treasurer/Collector staff for their dedication, hard work and their ever present willingness to adapt to change. Thank you, Peggy, Tina, Beth, Carol and Terry. You are still the best. The following represents the percentage of the net tax levy collected through the 2004 fiscal year:

Total Tax Levy	\$55,066,910.10
Overlay Resrv. for Abatements	1,073,347.00
Amt. Collected through 6/30/04	54,043,813.44
Percent of Net Tax Levy	100.1%

Respectfully submitted,

Melanie M. Phillips
Assistant Treasurer/Collector

Comptroller

In compliance with Chapter 41, Section 62 of the Massachusetts General Laws, submitted herewith is the annual report of the Accounting Department for the fiscal period July 1, 2003 through June 30, 2004.

All invoices and payrolls presented during the year by the Town Departments have been examined both for their accuracy and for legal requirements before being submitted to the Treasurer for payment.

The Treasury Warrants presented by the various officers and commissions for the Town of Natick totaled \$118,729,786.27 for Fiscal Year 2004 and the summation is as follows:

General Fund and Special Revenues:

Three Hundred Forty Nine (349) Treasury Warrants amounting to \$109,720,372.24, which is net of payments for Bond Anticipation Notes for the general operation of the Town of Natick,

Water and Sewer Enterprise:

Eighty Nine (89) Treasury Warrants amounting to \$8,175,976.16.

Sassamon Trace Golf Enterprise:

Twelve (12) Sassamon Trace Golf Course Treasury Warrants amounting to \$833,437.87

Capital Projects:

One hundred thirteen (113) Treasury Warrants amounting to \$9,786,945.25.

Warrants payable as of June 30, 2004, totaled \$2,584,692.93 for operating expenditures, capital projects, water and sewer enterprise and Sassamon Trace Golf Course.

The total receipts from July 1, 2003 through June 30, 2004, exclusive of trust funds and net of Bond Anticipation Notes was \$126,006,901.91.

The cash balance on hand on June 30, 2004, exclusive of trust funds was \$33,286,560.85 an increase of \$5,748,943.13 from the previous fiscal period.

Monthly notices of appropriation condition were forwarded on State approved forms to all Town Officers, Committees and Boards charged with the expenditure of Town funds.

Detailed statements of all departmental budgets were compiled showing amounts for each item appropriated during Fiscal Year 2004 and expended for Fiscal Year 2004. Copies of each budget were forwarded to the Finance Committee.

The unexpended appropriation balances closed for Fiscal Year 2004 are as follows:

General Fund \$1,932,567.57

Water and Sewer Enterprise \$723,707.85

Sassamon Trace Golf Enterprise \$60,618.13

As required by law, under Section 54A, Chapter 41, of the Massachusetts General Laws, notice was given to the Assessors of the total 2003-2004 receipts with the exception of revenues from Property Taxes, Loans, Trust Funds, Federal and State Grants and Revolving Funds, and the source of such receipts were specified.

In conclusion I would like to thank the entire staff of the Comptroller's office for their continued dedication of service to the Town of Natick and to the Employees of the Town. Cynthia Tomasetti, Assistant Comptroller, Debbie Jo Sherman,

Department Assistant, Donna Rozon,
Payroll Technician, Mary Greel, Support
Staff and our new hire Linda Clark, Benefits
Coordinator their efforts are greatly
appreciated.

Respectfully submitted,

E. Ruthann Cashman
Comptroller

Natick Board of Retirement

Income:

Contributions	\$1,814,297.18
Transfers	123,741.39
Make Up & Redeposits	35,969.64

Appropriation:

Pension Fund	4,394,326.00
Workers Compensation	750.00

Other Sources:

Reimbursements	261,064.28
Investment Income	1,966,097.03
Profit on Sales	801,206.81

Disbursements:

Annuities Paid	814,475.23
Pensions Paid	5,475,029.34

Refunds/Transfers	429,871.68
Reimbursement Paid	134,298.40

Administrative Expenses:

Salaries	104,751.29
All Other	445,931.25
Loss on Sales	723,040.63

Respectfully submitted,

Members of the Natick Board of Retirement

Robert J. Drew, Chairman
E. Ruthann Cashman, Ex-Officio
Michael J. Melchiorri
John D. Mahaney
Kathleen S. Bacon, Director

Committees, Boards & Commissions

Bicycle and Pedestrian Advisory Committee

History and Mission

The NBPAC was founded in 1997, recognized by the Natick Selectmen in 1998, and reconfirmed in 2001 with seven voting members (plus non-voting associate members).

The purpose of the committee is to make Natick more bicycle and pedestrian friendly and to work with Town and regional agencies and local businesses to those ends. The committee serves as a facilitator of State and Federal funded improvements for alternate transportation, for recreational trails, and for street crossings and sidewalks in Natick.

The committee also sponsors public talks, leads efforts toward a trail along the Sudbury Aqueduct and two from Natick Center to South Natick, and co-leads (along with the Framingham CRT Committee, Framingham BPAC and Cochituate State Park Advisory Committee) efforts toward the Cochituate Rail Trail and (along with Natick's Conservation Commission and Open Space Committee, Natick Walks, etc.) other in-town and regional trails. It leads easy walks and bicycle rides to feature local routes and recreational areas, channels public safety suggestions to appropriate agencies, and generally informs and acts in these interests.

2004 Accomplishments

In 2004, the NBPAC offered our own events including bicycle trips during Bike Week (in May), ran publicity events of our own and in cooperation with other Town groups, and we

attended numerous meetings and training sessions within the region.

Our largest single project, the Cochituate Rail Trail, made major progress in Natick and Framingham. We worked closely with the Natick Planning Board regarding the adjacent Natick Mall Expansion project — a stunning design opportunity where one of the major rail trails in New England will connect to and beyond the largest mall in New England!

We are pleased to be cooperating with the new Bike Club at Natick High School. We believe that we must help our youth to undo the current epidemic of overweight youths and adults and the related increase in sickness and reduction in life expectancy. (The rate of obesity of Massachusetts adults increased by a staggering 81 percent between 1990 and 2000. Over half of our state's adults are overweight.) Simple daily walking or bicycling is a best response.

Current Challenges

While Natick has many quiet and scenic streets, its main travel corridors could benefit from improvements or alternate routes. Natick also needs more secure bicycle parking at important trip destinations.

Proposed priorities for 2005

- Work to bring CRT linkage at the Natick Mall expansion up to national specifications. We will continue to suggest ways to achieve compliance with MEPA requirements, including collaboration with bicycle-pedestrian design experts.

- Continue to monitor the Route 135 Highway Reconstruction as it finishes up in 2005, assuring that promised traffic design enhancements are implemented.
- Encourage and work with the new Natick High School Bike Club by meeting with it on a regular basis, helping it as it sees fit to plan rides and other events and generally increasing the safe use of bicycles for recreation and transportation.

Long Range

We hope to make a comprehensive survey of all roads and sidewalks, rating them for walkability and bikability, to be able to recommend repairs and enhancements to the Town.

Conclusion

We thank all the individuals and groups that helped in our projects for better sidewalks

and trails for pedestrians, for better traffic solutions for bicyclists and more. We invite you, and all who want to join in, to help us in the year to come.

Respectfully submitted,

A. Richard Miller, Chairman
 Jill A. Miller, Secretary
 Melvin F. Albert
 Steve Broadley
 Cynthia DeRosa
 Susan Geiser
 Cory Lovett

Monthly meetings: Normally in Natick Police Conference Room on first Mondays, 7-9pm.

See special NBPAC events and related events online at:

<http://www.millermicro.com/eventscalendar.html>

Cable Advisory Board

The Cable Advisory Board's most important function is as a liaison between the Town and any existing or future cable licensees. The Board also represents and advises the Board of Selectmen in negotiating the franchise license with whichever cable provider they wish to allow operate in the Town. Currently Comcast and RCN Corporation hold licenses to operate within the Town.

The presence of two cable franchises in Natick has many benefits to residents and subscribers. Primarily the choice of services such as channel lineups, broadband internet, and telephone packages.

The Board also continues to provide assistance and advise to Pegasus, the public access non-profit corporation for the Town of Natick, in areas such as funding agreements with cable providers and

technical assistance regarding equipment needs.

Board members participated with town officials in the planning, preparation and deployment of the I-Net (Institutional Network) which links all public buildings and schools in the town. This I-Net also provides for a substantial savings to the Town in lease line costs and has allowed for live broadcasts of Public meetings such as Town Meetings, the Selectmen and School Committee.

The Board received many comments and complaints from residents of the town about cable service. These complaints included general questions about cable providers operating in the town, cable content, and pricing/rate increases. Specific issues were access in apartment complexes and to houses with underground conduits, billing

charges, service outages and the quality of service.

The Cable Advisory Board welcomes and listens to comments from the residents of Natick. People can contact the Board via e-mail, cable@eesco.com. The mailing address is in care of Natick Town Hall, 13 East Central St.

Respectfully submitted,

Hank Szretter, Chairman
Rod Feak, Secretary
Martha Jones
Paul Ladd
Ron Ordway
Arnold Pinsley

Cultural Council

1. Membership

- o Current membership: Catherine Ianno Fournier (Chair, Acting Treasurer), Kristin DeSimone (Secretary, appointed October), Amy Lawler (Vice Chair), Barbara Little (Grant Coordinator), Teresa Pagliuca (Communications Director, appointed July), Deborah Parritt (appointed October), and Avigail Shimshoni, (appointed October).
- o Members leaving the Council in 2003: Anne-Marie Kott (2nd term, 3rd year, left for personal reasons), Anna Mieszkowska (1st term, 2nd year, moved to California), Grace Napier (2nd term, 3rd year), Eric Ruben (1st term, 1st year, left for personal reasons), and Ruth Scotch (1st term, 1st year, left for personal reasons).

2. Meetings

- o Meetings were held January 21, March 3, April 7, May 5, September 8, October 6, November 3, and November 17. All meetings took place in the Town Hall, with the exception of March 3.
- o On March 3, the NCC held a reception at the Morse Institute Library to announce its 2004 grants. The grant recipients, local town officials, and state government representatives attended along with members of the press. Former member Raffael DeGruttola was recognized for his years of service to the Cultural Council. This is the second year that the Cultural Council this event – it was well attended and well received. Members of the State Legislature, the MCC, the Board of Selectmen and MAASH spoke at the event to encourage further support of the arts.

3. Grants

- o For fiscal year 2004, the MCC allotted the same amount of money, \$4,230. The Council raised \$420 through various fund-raising efforts. The NCC granted the entire funding of \$4,650 available to 12 organizations/individuals for the fiscal year 2004.
- o All fiscal year 2004 grants allocated were spent in full:

<u>NAME</u>	<u>PROJECT</u>	<u>FY04 Act</u>
Gianna Bird	Natick Wire Works	\$700
Intermezzo:NE Chamber Opera	Opera performance at TCAN	\$500
Golden Tones	Three Natick performances	\$500
The Center for the Arts	Bach, Beethoven, and Bagels	\$500
Philip Ilatovsky*	Historic district art exhibit at Library	\$500
New Philharmonia Orchestra	Two concert series	\$400
Natick Cultural Arts Committee	PASS program for 4 th grade	\$400

Appalachian Benefit Coffeehouse	Coffeehouse performers	\$350
Bacon Free Library	Family jazz concert	\$350
A Cappella Singers	Spring concert 5/15	\$250
Metropolitan Wind Symphony	Two concert series	\$200
TOTAL		\$4,650

- * **NOTE:** *The NCC recommended, and the MCC approved, a Gold Star nomination for Philip Ilatovsky’s historic district art exhibit at the Morse Institute which ran from September to November. Through the NCC grant, Mr. Ilatovsky was able to enhance the quality and quantity of his offerings.*
- o For the upcoming fiscal year 2005, the MCC allotted the same amount of money, \$4,230. The Council raised \$707 through various fund-raising efforts. The NCC granted the entire \$4,937 to 9 organizations/individuals for the fiscal year 2005.

<u>NAME</u>	<u>PROJECT</u>	<u>FY05 Budget</u>
Zay/DeGruttola	Chamber music concert at Library (2/27)	\$800
Leavey, Kate	Joy Alone: multiartist performance piece	\$780
Morse Institute Library	Children’s concert	\$600
Natick Cultural Arts Com.	PASS program for 4 th grade	\$600
Polansky, David	Dixieland concert at Library	\$600
The Center for Arts	Bach, Beethoven and beyond concert series	\$507
Golden Tones	3 concerts in Natick	\$400
Maichak, Gregory	Pastels workshop at TCAN	\$350
Metropolitan Wind Sym.	2 concerts in Natick	\$300
TOTAL		\$4937

4. Fund-Raising and Events

- o For the third year, NCC members sold tickets to the Natick Mall’s annual *Evening of Giving* fundraising event which took place Sunday, November 14, 2004. The members raised \$400.
- o For the second year, the NCC set up an informational table at “Natick Days” - September 11 on the Natick Common. Many people approached the table looking for information about the grant process and the NCC itself. \$207.50 was raised from a restaurant raffle and balloon sales.

5. Initiatives Taken In 2004 (in order of occurrence)

- o With the amount of membership turnover in the last couple years, the NCC members have taken steps to increase awareness of the council and its membership opportunities. These steps include posting notices in the *Natick Tab & Bulletin*, on-line at natickinfo.org, emailing artists and Natick residents through TCAN and other email lists, posting flyers around town, and recruiting and increasing our presence and involvement at Natick Days.
- o The NCC updated its interview and selection process by offering a grant-writing workshop for potential grant recipients. This year no one attended the workshop, but we still plan to hold it in future years and encourage past unsuccessful grant applicants to attend.

- o To assist grant applicants with their planning process, we compiled a list of arts venues that included contact people, addresses and phone numbers, and distributed it to applicants who needed it. This list has proved helpful to the potential grant recipients

6 Goals

- o The NCC members will work to raise more funds for the fiscal 2006 grant cycle. With the 62% budget cut suffered by the MCC in 2002, and the unlikelihood of increased funding, the NCC members feel strongly that they would like to support more programs, and increase the support given to some programs.

Amy Lawler, NCC Vice Chair

Commission on Disability

The Commission on Disability continues to advocate on behalf of residents with disabilities in order to reach the goal of full inclusion of people with disabilities in the community. In its efforts to advocate for residents with disabilities the COD works with the Commonwealth; Town departments and officials; local community groups; businesses; and the general public.

During this past year the Commission in response to complaints or calls seeking technical assistance, performed approximately 40 surveys or review of plans of schools, businesses and other organizations. The Commission continues to be a resource providing training, technical assistance and education.

The Commission’s Voluntary Handicapped Parking Enforcement Program in cooperation with the Natick Police Department has aided the Commission in making accessible improvement in the community. The Commission urges all places of public accommodations to obtain handicapped parking signs. The Commission makes the appropriate signs available for sale and freely provides the technical support for their placement.

It should be noted that for several years Gwen Kermode provided valuable assistance

and leadership to the Commission. In May, 2004 she left Town employment. Gwen not only possessed a great deal of knowledge regarding COD and ADA matters, but she was a dedicated and tireless advocate for the disabled. She was highly respected and is definitely missed. John M. MacGillivray was chosen to fulfill those duties formerly assigned to Gwen. Although the learning curve is steep, John has worked diligently to ensure that the disabled in Natick reach full inclusion. One of his first acts was to have the Fall Town Meeting vote to increase from 50% to 75% the amount of money that the COD will receive from the issuance of fines for violations of handicap parking.

The Commission meets at the Natick Police Station on the second (2d) Monday of every month. The public is invited to attend these meetings. For more information please contact John M. MacGillivray at 508-647-6545.

Respectfully submitted,

Joan Sherizen, Chairperson

Mel Hirsh
 Ron Ordway
 Cheryl Freier
 John M. MacGillivray

Golf Course Oversight Committee

Sassamon Trace Golf Course concluded its third full season of operation and we are happy to report continued growth in attendance and revenue in 2004.

The golf course hosted a total of 24,697 rounds in the 2004 season. This reflects an 11% increase in play over the 2003 season. Revenue totaled \$ 509,000 resulting in a 7.6% increase compared to 2003. Key contributors to this progress were an extended season with good weather, the fact that Sassamon Trace is still a relatively new facility attracting new golfers and target specific marketing. Management is predicting continued growth for 2005 but feel that limited clubhouse amenities and approaching maximum golfer threshold will temper growth to 3%.

In December of 2003, the original 3-year contract with Sterling Golf Management came to a conclusion. SGM was responsible for total management (operations and maintenance) of the facility. Under this contract, the TOWN OF NATICK would receive all revenue generated from greens fees, cart fees and season pass sales. In addition to the third year management fee of \$438,000, SGM received all revenue generated from merchandise sales and services. The golf professional employed by SGM received all revenue from instruction. In an effort to reduce expenses, it was decided not to renew the SGM contract and move in another direction. It was decided that the TOWN OF NATICK under the direction of the Recreation and Park Department would manage golf operations with town personnel while privately outsourcing the turf maintenance of the golf course. Sterling Golf Management was awarded the contract with the low bid. As a result of the management change and despite assuming the payroll to manage the

course, the TOWN OF NATICK will realize a net savings of \$135,000 in 2004. In addition to the savings, all revenue generated by the golf operation (\$58,560 gross sales in 2004) will go to the TOWN OF NATICK.



Under the supervision of Sterling Golf Management superintendent, Brian Howard, golf course conditions continue to improve and mature since the opening of the golf course in 2001. SGM is responsible for following a detailed maintenance and manpower schedule which is monitored by the Recreation and Park Department and Natick turf grass consultant, John Carey. Brian works within the framework of Integrated Pest Management (IPM) set forth by the DEP Wetland Protection Act Order of Conditions for both Natick and Sherborn Conservation Commissions. IPM is an environmentally responsible maintenance practice that combines synthetic and organic products to treat for turf grass disease and pests. The goal of IPM is to convert to all organic materials and practices to maintain the golf course. Many golfers this year noticed that their scores were lower. They can attribute this to Brian's mowing practices on the Natick Landfill side of the course. Brian cut back a lot of the tall grass separating holes 1 & 9 and holes 2 & 3. Another benefit of cutting back the brush was to speed up play for a more enjoyable experience. He was careful not to cut back too far to leave cover for the Blue Bird Houses.

With no permanent clubhouse construction on the horizon there were several

improvements made to the existing structure and the surrounding grounds. The current clubhouse is simply a portable office mounted on a trailer sitting in the asphalt parking lot. There were many low cost aesthetic improvements to help soften the landscape and provide direction and services for the guests. Plans for 2005 comprise of building an accessible ramp to the clubhouse, the purchase of a golf bag rack and building a security fence for the golf carts. Some of the facility upgrades in 2004 include;

- Replace chain link gate at entrance with park style gate
- Sassamon Trace design on side of landfill can be seen from street
- Gazebo on first tee for cover and to improve sightline
- Flower boxes on clubhouse
- New skirting for cover on clubhouse
- New tent next to clubhouse to add function space
- Reduce the size of the rotary and added landscaping and welcome sign
- Pave dirt path to first tee (prevents mud)
- Several drainage projects for storm water management
- Mowing practices improved aesthetics allowing for practice net
- Addition of second water cooler on 6th hole.
- Relocation of beverage dispenser to Conley's Crossing
- Landscaping project on first hole near gazebo.
- Creating additional parking spaces and striping the asphalt
- Motion detector flood lights in the parking area

Last winter when the topic of closing Sassamon Trace was debated, it was suggested by a Finance Committee member that the golf course assemble a "Friends"

group similar to that of the Library. The concept being to help raise funds for Capital Expenditure projects needed to complete the original construction of the facility as well as future repairs and improvements thus relieving the taxpayers of the financial obligation. To that end, Town Administrator Philip Lemnios appointed two members of the Golf Course Oversight Committee to this task. Dr. Edward Salamoff and Barbara Chinetti were named President and Vice President respectively of the Supporters of Sassamon Trace Corporation, a 501(c) (3) organization. The undertaking of this organization will be to solicit funds primarily from corporate partners in the form of sponsorships and advertising as well as through special fund raising functions at Sassamon Trace Golf Course.

Sassamon Trace Golf Course has shown steady growth in the last 3 full seasons. At the end of the 2002 season, the operational shortfall (excluding debt and interest) was \$225,000. By assuming management of the facility in 2004 and reducing expenses the gap has closed to \$65,000. Going forward, sound fiscal management coupled with increased revenue can close this gap even further. Specifically, transitioning from town water to a well system will reduce expenses significantly. Sassamon Trace has also consistently tested negative for chemical and fertilizer deposition in the ground water. Reducing the frequency of ground water testing is another area of significant savings being investigated.

Respectfully submitted on behalf of the Golf Course Oversight Committee,

Pete Meagher- Golf Course Manager
David Baier- Golf Course Oversight Com.
Paul Power- Golf Course Oversight Com.
Steve Carty- Golf Course Oversight Com.

Historical Commission

The Historical Commission engaged in several successful projects during the past year. The restoration of the Felch-Hammond House on North Main Street (1725) was completed as was the National Register listed Central Fire Station (1875). Both projects have creatively transformed structures that seemed beyond saving into useful and sustainable historic settings.

In another instance, we await the restoration and carriage house rebuild of the Bigelow House on Glen Street, nearly complete. The Williamson Cider Mill on Rockland Street has also creatively been re-born as a single family home preserving essential exterior/interior aspects of the mill building and its local history.

The last part of the year engaged our Commission in Article 76, our adopted “demolition delay” ordinance. We expect more of the same activity if the Armory is auctioned, looking for ways to adopt the structure for new uses.

Respectfully submitted,

Stephen N. Evers, AIA, Chairman
Elliot M. Goodman, Vice Chairman
Edna Sargent, Secretary
Kathleen Broomer, Recording Secretary
Virginia Lyster
David Achenback
Nancy Lavash
Anna Mancini
Maureen Sullivan

Information Systems Advisory Board

The Natick Information Systems Advisory Board (NISAB) met five times during 2004. This board, appointed by the Selectmen and serves in an advisory capacity to them. At the end of the year, members are: Hank Szretter (chairperson), Kenneth Chernack (clerk), Roger Beer, Gwen Lynch and Marc Elliott.

The NISAB has advised and consulted with the Municipal Information Systems and School Administration Information Systems

departments during the year. Topics discussed were: INET, Natick Pegasus, StarBase, telephone system and service, web site issues, long range planning, budgeting, licensing and open space software.

Respectfully submitted,

Hank Szretter (Chair)
Kenneth Chernack
Gwen Lynch
Roger Beer
Marc Elliott

MetroWest Growth Management Committee

MetroWest Growth Management Committee (MWGMC), which celebrates its 20th anniversary in January, includes leaders from Ashland, Framingham, Holliston, Marlborough, Natick, Southborough, Sudbury, Wayland, and Weston. MWGMC helps local elected officials and planning staff meet growth management challenges by facilitating inter-local collaborative planning and problem solving to enhance the quality of life and economic competitiveness of the MetroWest region. In addition, MWGMC is the oldest of the eight subregions of the Metropolitan Area Planning Council (MAPC).

MWGMC serves as a think tank and advocate for locally initiated regional solutions to policy and planning challenges shared by MetroWest communities in the areas of land use, natural resources and the environment, housing, transportation, economic development, demographic and socioeconomic data, and legislative issues.

MWGMC maintains an office in Natick and employs a staff of two to deliver core services to member communities. Funded by special assessments from each of the nine member communities, grants and contracts, MWGMC:

- ◆ Holds monthly Leadership Forums and Community Exchange;
- ◆ Provides professional technical assistance to member communities;
- ◆ Conducts Regional Impact Reviews to provide local leaders an opportunity to comment on the impacts of proposed commercial, industrial, and residential development projects;
- ◆ Provides administrative services to citizen advisory boards;
- ◆ Holds monthly Planners' Roundtables;

- ◆ Produces a widely distributed bi-monthly newsletter;
- ◆ Affords an opportunity to discuss legislative issues and provide input to area Legislators;
- ◆ Provides a Growth Management Information Center; and
- ◆ Holds monthly Transportation Task Force meetings.

One selectman/mayor or city council member and one planning board member represent each member community. Natick's representatives to the Committee are Selectman Paul McKinley and Planning Board Member Ken Soderholm. Natick's assessment in FY04 is \$7,738.

In the past year, MWGMC has focused on initiatives that respond to regional challenges, some of which include:

- ◆ Pay as you throw (PAYT) pricing of solid waste services – MetroWest's experience and available state assistance;
- ◆ MetroFuture update (MAPC's recent initiative to update MetroPlan, the agency's 1990 regional roadmap). This large-scale participatory initiative will develop a vision for the Metro Boston region's future;
- ◆ Evaluation of the recently enacted 40R Smart Growth legislation;
- ◆ Presentation by EOEa on the Commonwealth Capital Plan and how it can assist MWGMC member communities in its efforts to obtain grants;
- ◆ Home@Last, the 495/Arc of Innovation and CHAPA educational outreach program on affordable housing;
- ◆ Update of the Regional Bicycle & Pedestrian Plan;
- ◆ Presentation by MAPC on the Suburban Mobility Grant Program, and

- ◆ Application for and receipt of a Growth Technical Assistance Grant on behalf of Framingham to develop Low Impact Development Bylaws which will be used by other member communities.

Our ties with the MetroWest legislative delegation are strong. Our Legislative Activities in FY04 included our Legislative Caucus, which was attended by ten members from the Massachusetts Senate and House. This annual event provides MetroWest local officials with a forum to exchange ideas directly with state legislators, and has proven to be a valuable event for both state and local officials.

Through the Committee's Regional Impact Review program, we review proposed developments to assess regional impacts and to influence local and state permitting of development. Natick participated on the regional impact review committee for the following projects: Fairfield at Marlborough, Natick Promenade, Arcade at Downtown Framingham, MetroWest Place Expansion, Lowes, and the Natick Mall Expansion. We also organize a very popular monthly Planners' Roundtable for local planners and planning board members. The Roundtable provides staff and officials with technical information and training on planning and growth issues as well as the opportunity to share expertise, and experience with their colleagues. Natick's Community

Development Director, Sarkis Sarkisian, is a regular Roundtable participant.

In addition to the information briefings that are the focus of Monthly Leadership Forums, our services include maintaining the only regional database that tracks current development. We also maintain extensive files documenting the history of significant development through the MetroWest area.

The MetroWest Transportation Task Force focuses specifically on analyzing and advocating for MWGMC communities on transportation matters. Chaired by former state legislator John Stasik, the Transportation Task Force advocates for improved transportation services to the region, and strategizes to influence transportation planning and decision-making done by the Boston MPO.

Under the Directorship of Donna Jacobs, MWGMC reinstated its program of Technical Assistance to our members and now offers GIS, Pictometry and other Information Services to members. MWGMC is providing assistance on Natick's HOME Plan and Commonwealth Capital Fund Application.

Respectfully submitted,

Donna Jacobs, Director

Open Space Advisory Committee

The Board of Selectmen originally created a temporary Open Space Advisory Committee in 2001, and the major accomplishment of that group was to update the Town's Open Space and Recreation Plan. In April 2003, Town Meeting added Article 32 to the Town By-Laws, establishing a permanent Open Space Advisory Committee. In 2004, we completed our first full year as a permanent town committee.

The committee consists of seven members appointed by the Board of Selectmen — one member of the Conservation Commission, one member of the Planning Board, one member of the Recreation and Parks Commission, and four Natick residents. As stated in the By-laws,

The Open Space Advisory Committee shall be an advisory body and a resource to the Board of Selectmen in carrying out the major goals outlined in the Natick Open Space and Recreation Plan and in revising the Natick Open Space and Recreation Plan as needed to comply with Federal and Commonwealth of Massachusetts requirements and guidelines.

The first major goal in the Open Space and Recreation Plan is to protect Natick's open spaces, and we worked toward this goal in several ways in 2004. We appeared before the Planning Board to advocate land preservation and public trails as part of the subdivision approval process. We worked with the Planning Board to ensure that the Housing Overlay Option Plan (HOOP) By-Law encouraged developers to create "pocket parks" along with downtown housing. We encouraged landowners to

put conservation restrictions on their land or donate portions to the Town. We discussed priorities for land that could be purchased with the Town's Conservation Open Space Fund. And we sought to ensure that the expansion of the Natick Mall would be mitigated by a contribution to the Conservation Fund.

One of the most promising methods for open space preservation could be Natick's passage of the Community Preservation Act. Under this Act, the Town could enact a tax surcharge, which would be matched by state funds, to be used for open space, affordable housing, and historic preservation. As 2004 ended, we began to work with the newly formed Natick Community Preservation Alliance to explore how the CPA could benefit Natick.

Two of the other major goals of Natick's Open Space and Recreation Plan are providing walking and bicycle trails, and increasing residents' awareness of Natick's open spaces and the recreational opportunities they offer. A great deal has been accomplished through the efforts of our Trails Subcommittee, also known as Natick Walks, under the leadership of Tim Collins.

During the fall of 2003 and throughout 2004, kiosks (providing maps and information about each trail) and trail markers were installed at Coolidge Hill, Coolidge Woods, the Hamlet housing development, Middlesex Path, Hunnewell Town Forest, and Mumford Forest, with additional kiosks planned for Timothy Coolidge Hill (near the High School) and Anniballi Park at Pegan Cove. Large town maps showing the location of open space and trails are on display at Town Hall and the Morse Institute Library, with smaller copies available to the

public. Funding for these projects has come almost entirely from private donations.

On May 22, the town celebrated the rededication of Hunnewell Town Forest, originally donated by the Hunnewell family in 1933. Members of the Hunnewell family attended the festive event, which featured a formal tea, chamber music, a nature walk, an orienting course, and dedication of the information kiosk.

During the fall, a trail was built through the Mumford Wildlife Forest as a cooperative effort involving New England Forestry Foundation, which owns the forest; the Mumford and Benedict families, who donated the land; and volunteers from the neighborhood and from several regional trail groups. The trail runs from the end of Sassamon Road to Pegan Lane, where a connecting trail enters the Pegan Hill reservation. These trails will form part of the Charles River Link from Newton to Medfield.

The Trails Subcommittee has also coordinated community volunteers in trail

maintenance and clean-up. We have also been exploring the possibility of new trails at several additional town-owned properties and are working to secure rights-of-way to use privately owned parcels.

The Open Space Advisory Committee invites all Natick residents to learn about and take advantage of Natick's open spaces, trails, natural resources, and recreational opportunities, and we encourage you to share your ideas and suggestions with us.

Finally, we would like to acknowledge former members of our committee who served over the past year: Irene Del Bono, Jason Makofsky, and Wayne Szretter.

Respectfully submitted,

Martin Kessel, Chair
David Dimmick, Clerk
Tim Collins, Chair, Trails Subcommittee
George Bain, Conservation Commission
Robert Eisenmenger, Planning Board
David Ordway, Recreation and Parks Com.
Michael Caccavale

Recycling Advisory Committee

The Natick Recycling Committee continues to try to improve recycling services for the residents of Natick. With the beginning of the Town of Natick's Pay-As-You-Throw trash system, which was implemented on July 1, 2003, recycling issues and questions have taken on more importance to residents.

In September, there was an information table at Natick Days to hand out materials related to recycling and answer concerns from residents. Many people stopped by with questions and/or comments. Education was the key goal as interest in

recycling has increased. The expansion of all numbered plastics to the curb-side recycling program was greatly welcomed.

The Natick Recycling Center continues to be very active for drop off items. Usage at this facility has increased as residents recycle more. The Recycling Center accepts the same materials that are picked up curb-side: plastics, glass, tin/steel cans and most paper products. In addition , the Recycling Center accepts waste oil, all batteries, and items containing mercury, including fluorescent bulbs, thermostats, thermometers, and any elementary mercury. There is a paint swap

area for latex and oil-based paint which is open from April to October. Residents are encouraged not only to drop off paint for recycling, but pick up paint for re-use. There are many new paints that are perfect for small projects. There is also an area for residents to bring brush and other yard waste which is mulched and composted. Some of this compost is available for residential use.

Improvements at the Recycling Center include new, large signs and reorganization of the sheds and bins. This provides better traffic flow and better visibility for items.

Some of our goals for this year are to see continued improvements to the Recycling Center and promote composting and the paint swap area. We look forward to continue in our role of advocating for the residents of Natick.

Respectfully submitted,

Terry Miller, Recycling Committee
Chairperson

Members:
Christopher Banthin
Nancy Higgins
Patricia Severance
Jeanne Stanton

Section 2

Town Meeting Minutes & Attendance

Town Meeting Attendance

Address	Pct.	4/13	4/15	4/20	4/27	10/19	10/21
Robert M. Allen	4	Y	Y	N	Y	Y	N
Robert P. Andrews	4	N	Y	N	Y	Y	N
James V. Arena, Jr.	10	N	Y	Y	N	N	N
Mary E. Avalos	9	N	N	Y	Y	Y	Y
Erica E. Ball	5	Y	Y	Y	N	N	N
Susan Marie Barnicle	8	N	Y	N	N	N	N
Joel A. Barrera	9	Y	Y	N	Y	Y	N
Joanne Marie Bergin	7	Y	Y	Y	Y	N	Y
John A. Blanchard	3	Y	Y	N	N	Y	Y
Carol M. Bohan	10	Y	Y	N	N		Y
Jason S. Brandt	5	Y	Y	Y	Y	Y	Y
Peggy R. Broekel	6	Y	Y	N	N	Y	Y
Mary A. Brown	8	Y	Y	Y	Y	Y	Y
Michael W. Bruns	7	Y	Y	Y	N	Y	Y
Helen P. Buerlen	3	Y	Y	Y	Y	Y	N
Paul C. Buerlen	3	Y	Y	Y	Y	Y	N
Peter J. Burke	4	N	N	N	N	N	N
Michael Caccavale	4	Y	Y	N	N	N	N
Diane L. Caplan	5	Y	Y	Y	Y	Y	Y
Stephen F. Carty	5	Y	Y	N	N	N	N
Donna Volpe Casey	3	Y	Y	Y	Y	Y	Y
Jacquelyn Casey	4	Y	Y	Y	Y	Y	Y
Michael P. Cashman	8	Y	Y	Y	Y	Y	Y
Robert R. Caso	4					Y	Y
William D. Chenard	1	Y	Y	Y	Y	N	Y
Barbara A. Chinetti	6	Y	Y	Y	Y	Y	Y
Frederick Coburn, Jr.	4	Y	Y	N	Y	Y	N
David Coffey	2	Y	Y	Y	Y	Y	Y
Paula Carroll Cohen	3	Y	Y	Y	Y	Y	Y
Timothy J. Collins	4	Y	Y	Y	Y	Y	Y
Joan M. Craig	2	Y	Y	Y	Y	Y	Y
Dight W. Crain	10	Y	N	Y	N	Y	Y
Janet M. Crain	10	Y	Y	Y	N	Y	Y
John R. Culkin	2	Y	Y	Y	Y	Y	N
Elaina A. Danahy	9	Y	Y	Y	N	Y	Y
Janice Dangelo	1	Y	Y	Y	Y	N	N
Phyllis S. Dank	5	Y	Y	Y	Y	Y	N
Judith D'Antonio	4	N	N	N	N	N	Y
Deborah B. Davis	9	Y	Y	N	Y	Y	Y
Glenn S. Davis	9	Y	Y	N	Y	Y	Y
Paul Dellarocca	2	Y	Y	Y	Y	Y	Y
Nicholas S. DiMasi	6	Y	N	Y	N	Y	N
David H. Dimmick	10	Y	Y	Y	Y	Y	Y
John A. Donovan, III	4	Y	Y	N	Y	N	N

Town Meeting Attendance

Address	Pct.	4/13	4/15	4/20	4/27	10/19	10/21
Teresa M. Evans	7	Y	Y	Y	N	Y	Y
Douglas S. Farquharson	2	Y	Y	Y	Y	Y	Y
Nanci S. Farquharson	2	Y	Y	Y	Y	Y	Y
Nicholas A. Ferri	1	N	N	N	N	N	N
Tass Filledes	3	Y	N	Y	Y	Y	Y
Kevin J. Fitzgerald	1	Y	Y	Y	Y	Y	Y
Paul J. Flynn	1	Y	N	Y	Y	Y	Y
Charlene B. Foss	6	N	Y	Y	Y	Y	Y
Frank W. Foss	6	Y	Y	Y	Y	Y	Y
Karen A. Foster	6	Y	Y	Y	Y	Y	Y
Jonathan H. Freedman	4	Y	Y	Y	Y	Y	N
Lucia A. Frenkel	8	Y	Y	Y	Y	Y	N
Donald P. Friswell	9	Y	Y	Y	Y	Y	Y
James T. Furdon	7	Y	Y	Y	N	Y	Y
Zachary J. Garafalo	8	Y	Y	Y	Y	Y	Y
Jennifer H. Garrant	1	Y	Y	Y	N	Y	Y
Ronald L. Garry, Jr.	2	Y	Y	N	N	Y	Y
William F. Gath	6	Y	Y	Y	Y	Y	Y
John D. Gaziano, Jr.	3	N	N	N	Y	Y	Y
Susan L. Geiser	7	N	N	N	N	Y	Y
Milton E. Gilbert	10	Y	Y	Y	Y		Y
Glen B. Glater	8	Y	N	N	N	Y	Y
Carol A. Gloff	6	Y	Y	Y	N	N	Y
Michael S. Goldberg	4	Y	Y	Y	Y	Y	Y
Peter S. Golden	6	Y	Y	Y	Y	Y	N
Kenneth S. Goldman	10	Y	Y	Y	Y	Y	Y
Raymond H. Graber	1	Y	Y	Y	Y	N	N
Benjamin Greenberg	10	Y	Y	Y	Y	Y	N
Paul B. Griesmer	7	Y	Y	Y	Y	Y	Y
Sebastian F. Grupposo	4	Y	Y	Y	Y	Y	Y
Sara R. Hanna	8	Y	Y	Y	Y	Y	Y
Catherine A. Hapenney	1	Y	N	N	N	N	N
Diane Lois Harris	1	N	N	N	N	N	N
Henry W. Haughland	7	Y	Y	Y	N	Y	Y
Robert Healey	3	N	N	N	Y	Y	Y
John F. Horrigan	9	Y	N	N	Y	Y	Y
Thomas E. Hubbard	8	Y	Y	Y	Y	Y	Y
Wilson E. Idzal	9	Y	Y	Y	Y	Y	Y
Nancy Jennett	7	Y	Y	Y	Y	Y	N
Richard Jennett, Jr.	7	Y	Y	Y	Y	Y	N
Edward A. Johnson	9	Y	N	N	Y	Y	Y
Louis W. Julian, Jr.	2	Y	Y	N	Y	Y	N
Stephen M. Kane	2	N	N	N	N	N	N

Town Meeting Attendance

Address	Pct.	4/13	4/15	4/20	4/27	10/19	10/21
Joseph A. Keefe	7	Y	Y	Y	Y	Y	N
Jeffrey Kennedy	9	Y	Y	Y	Y	Y	N
Martin Kessel	10	Y	Y	Y	Y	Y	Y
George E. Kincaid, Jr.	5	Y	Y	Y	N	Y	N
Herbert Z. Kupchik	2	Y	Y	Y	Y	Y	N
Daniel A. Lagan	7	Y	Y	Y	Y	N	N
Michael K. Lamont	3	Y	Y	Y	Y	Y	Y
Nancy A. Lavash	1	Y	Y	Y	Y	Y	Y
Marshall Lebowitz	6	Y	Y	Y	Y	Y	Y
Alissa R. E. Leonard	4	Y	Y	Y	Y	Y	Y
Steven Levinsky	4	Y	Y	Y	Y	Y	N
Joseph S. Libbin	3	Y	Y	Y	Y	Y	Y
Mary E. Litwak	9	Y	Y	Y	Y	N	Y
Andrew W. Luke	5	Y	Y	Y	Y	Y	Y
Michael G. Mabardy	9	Y	Y	Y	Y	Y	Y
Nicholas S. Mabardy	7	Y	Y	Y	Y	N	Y
James L. Magee	8	N	N	N	Y	Y	N
Daniel T. Mahoney, III	9	Y	Y	Y	Y	Y	Y
Joan R. Mathews	3	N	Y	Y	Y	Y	N
Matthew P. McCue	2	Y	Y	Y	Y	Y	N
Ellen McKeon - Levine	10	Y	N	Y	Y	Y	Y
Scott McLarnon	8	Y	N	Y	Y	Y	Y
Rocky Melchiorri	10					N	Y
Andrew J. Meyer	3	Y	Y	N	Y	Y	Y
Ronald J. Miller	8	Y	Y	N	Y	Y	N
Theresa M. Miller	8	Y	Y	Y	Y	Y	Y
Domenic Mirante, Jr.	6	Y	Y	Y	N	N	Y
Anna K. Mora-Mieszowski	4	Y	Y	Y	Y		Y
Kathleen M. Moriarty	8	Y	Y	Y	Y	Y	Y
Thomas F. Morris	9	N	N	N	N	N	N
Anne-Marie Mortarelli	1	Y	Y	Y	Y	N	Y
Julian J. Munnich	5	Y	Y	Y	Y	Y	Y
David J. Murphy	6	Y	Y	Y	Y	Y	Y
Janet M. Nichols	5	Y	Y	N	Y	Y	Y
Janet M. Nolan	5	Y	Y	Y	Y	Y	Y
Emily M. O'Brien	2	Y	Y	Y	Y	Y	Y
Kevin Ordway	8	N	Y	Y	N	N	N
Ronald V. Ordway	4	Y	Y	Y	Y	Y	N
Jeanne Williamson Ostroff	6	Y	Y	Y	Y	Y	Y
Joshua Ostroff	6	Y	Y	Y	Y	Y	Y
Diane B. Packer	7	Y	Y	Y	Y	Y	Y
Marjorie L. Packer	4	Y	Y	N	Y	Y	Y
Janice L. Parsons	9	Y	Y	Y	Y	Y	Y

Town Meeting Attendance

Address	Pct.	4/13	4/15	4/20	4/27	10/19	10/21
Darlene Perry	6	Y	Y	Y	Y	N	N
Jeffrey M. Phillips	5	Y	Y	Y	Y	N	N
Janet Phlegar	9	N	N	Y	Y	Y	N
Jerry L. Pierce	10	Y	Y	Y	Y	Y	Y
Brian E. Price	8	Y	Y	Y	Y	Y	Y
Robert E. Raisch	8	N	N	N	N	N	N
Anna V. Rausch	8	N	N	N	N	Y	Y
Mysore V. Ravindra	6	N	Y	Y	N	Y	Y
Paul J. Regan	3	Y	Y	Y	Y	Y	Y
Theodore E. Rollins	2	Y	Y	Y	Y	Y	Y
Bonnie S. Rosenthal	5	Y	Y	Y	Y	Y	N
Craig S. Ross	4	Y	Y	Y	Y	Y	Y
Edward Salamoff	10	Y	Y	Y	Y	Y	Y
Susan G. Salamoff	10	Y	Y	Y	Y	Y	Y
Walter E. Salvi, Jr.	2	Y	Y	Y	N	Y	Y
Lawrence A. Samuels	3	N	N	N	N	N	N
Mary F. Sanford	5	N	N	N	N	N	N
Frederick L. Sanford, Jr.	5	N	N	N	N	N	N
Robert D. Savoia	3	N	N	N	N	N	Y
Sybil Ellen Schlesinger	9	Y	Y	N	Y	Y	Y
Mary B. Schneekloth	3	N	N	N	N	N	Y
Robert L. Severance	10	Y	N	Y	Y	Y	Y
Mary Shea	2	N	N	N	N	N	Y
Susan A. Shea	10	Y	Y	Y	Y	Y	Y
Richard Sidney	8	Y	Y	Y	Y	Y	Y
Peter M. Slamin	9	Y	Y	Y	Y	Y	Y
Margaret R. Sleeper	1	Y	N	N	N	N	N
Jeffrey Smith	2	Y	Y	Y	Y	Y	Y
Bruce A. Snow	5	Y	Y	Y	Y	Y	Y
Harlee S. Strauss	7	Y	Y	N	Y	N	Y
Richard T. Sullivan	7	Y	Y	Y	Y	Y	N
Susan Sullivan	6	Y	Y	Y	Y	Y	N
Linda C. Sussman	2	Y	Y	Y	Y	Y	Y
Peter C. Thompson	8	Y	Y	N	N	N	N
Thomas R. Townsend	6	Y	Y	Y	Y	Y	Y
Dino Trubiano	5	Y	Y	Y	Y	Y	Y
Kristine M. VanAmsterdam	10	Y	Y	Y	N	Y	N
Alva D. VanTassel	3	Y	N	Y	Y	Y	Y
Leslie Vienneau	10	N	Y	Y	Y	Y	Y
Frank J. Volpe	1	N	Y	Y	Y	N	N
Christine Weithman	5	Y	Y	Y	N	Y	Y
Bruce D. Whitney	3	Y	Y	Y	Y	Y	Y
A. Scott Williamson	4	N	N	N	N	N	N

Town Meeting Attendance

Address	Pct.	4/13	4/15	4/20	4/27	10/19	10/21
John David Wodeyla	3	Y	N	N	Y	Y	Y
Linda Wollschlager	7	Y	Y	Y	Y	Y	Y
Bruce P. Wright	5	Y	Y	Y	Y	Y	Y
Edward J. Wynne	7	Y	Y	N	N	N	N
Richard A. Zucker	2	Y	Y	Y	Y	Y	Y

WARRANT
FOR
SPECIAL STATE PRIMARY ELECTION
NORFOLK, BRISTOL AND MIDDLESEX
SENATORIAL DISTRICT
FEBRUARY 3, 2004

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County: Greeting:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Lilja School
The voters of Precinct 9	in Morse Institute Library
The voters of Precinct 10	in Memorial School

TUESDAY, THE THIRD OF FEBRUARY, 2004

from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the election of candidates for the following offices:

SENATOR IN GENERAL COURT..... NORFOLK, BRISTOL AND MIDDLESEX
SENATORIAL DISTRICT

And you are directed to serve this warrant by causing an attested copy of said warrant to be published once in the newspaper called "The Metrowest Daily News", said publication to be January 14, 2004 you are also directed to post attested copied of said Warrant at the following locations in said Natick to wit: The Kennedy Middle School, Mill Street, Precinct 1; Fire Station, Speen Street Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the two Natick Post Offices fourteen days at least before FEBRUARY 3, 2004.

Given under our hands this 5th day of JANUARY 2004.

s/Jeffrey A. Stern
JEFFREY A. STERN

s/John Ciccariello
JOHN CICCARIELLO

s/Jay H. Ball
JAY H. BALL

s/Charles M. Hughes
CHARLES M. HUGHES

s/Paul R. McKinley
PAUL R. MCKINLEY

SELECTMEN OF NATICK
A True Copy January 5, 2004

Attest: s/Jane M. Hladick
 Town Clerk

Constable: s/Sebastian F. Grupposo

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS

NATICK, JANUARY 14, 2004

Middlesex, ss

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting attested copies of said Warrant at the several locations and places therein designated for that purpose, on Wednesday Jan 14, 2004, also by causing an attested copy of said Warrant to be published in the newspaper called "The Metrowest Daily News", this newspaper published in the said Town of Natick in the issue dated January 14, 2004.

s/Sebastian F. Grupposo
Constable, Town of Natick

PROCEEDINGS

Natick, February 3, 2004

Meeting opened in all ten precincts at 7:00 A.M. with the usual legal formalities.

TOTAL NUMBER OF BALLOTS CAST

TOTAL VOTE BY PRECINCT

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>TOTALS</u>
0	0	0	0	0	296	308	0	278	359	1241

DEMOCRATIC VOTE BY PRECINCT

0	0	0	0	0	226	217	0	205	245	893
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SENATOR IN GENERAL COURT NORFOLK, BRISTOL & MIDDLESEX DIST.

VOTE FOR ONE

Richard W. Gatto

17 Rosemary St.

Needham, MA

Needham Housing Authority

0	0	0	0	0	21	19	0	22	17	79
---	---	---	---	---	----	----	---	----	----	----

James F. Klocke

3 Twitchell St.

Wellesley, MA

0	0	0	0	0	37	45	0	24	38	144
---	---	---	---	---	----	----	---	----	----	-----

Ronald C. Lipof

20 Whitney Dr.

Sherborn, MA

0	0	0	0	0	7	0	0	3	7	17
---	---	---	---	---	---	---	---	---	---	----

Daniel P. Matthews

31 Rosemary St.

Needham, MA

Needham Selectman; Former Needham School Committee Member

0	0	0	0	0	13	16	0	8	12	49
---	---	---	---	---	----	----	---	---	----	----

Angus G. McQuilkin

3 Holbrook Way

Millis, MA

0	0	0	0	0	138	129	0	146	169	582
---	---	---	---	---	-----	-----	---	-----	-----	-----

Terence P. Noonan
125 Broad Meadow Rd.
Needham, MA

0	0	0	0	0	9	6	0	1	1	17
---	---	---	---	---	---	---	---	---	---	----

Write-In

0	0	0	0	0	0	0	0	1	1	2
---	---	---	---	---	---	---	---	---	---	---

Blanks

0	0	0	0	0	1	2	0	0	0	3
---	---	---	---	---	---	---	---	---	---	---

REPUBLICAN VOTE BY PRECINCT

0	0	0	0	0	70	91	0	73	114	348
---	---	---	---	---	----	----	---	----	-----	-----

SENATOR IN GENERAL COURT NORFOLK, BRISTOL & MIDDLESEX DISTRICT
FOR ONE

Scott P. Brown
70 Hayden Woods
Wrentham, MA
Present State Representative

0	0	0	0	0	61	63	0	54	94	272
---	---	---	---	---	----	----	---	----	----	-----

Earl Henry Sholley
32 James Swanezy Rd.
North Attleborough, MA
Veteran

0	0	0	0	0	8	28	0	18	19	73
---	---	---	---	---	---	----	---	----	----	----

Write-In

0	0	0	0	0	1	0	0	0	1	2
---	---	---	---	---	---	---	---	---	---	---

Blanks

0	0	0	0	0	0	0	0	1	0	1
---	---	---	---	---	---	---	---	---	---	---

LIBERTARIAN VOTE BY PRECINCT—NO CANDIDATE

GREEN-RAINBOW VOTE BY PRECINCT—NO CANDIDATE

A Record of the Proceedings of the
Special State Primary Election held on Feb. 3, 2004

s/Jane M. Hladick
Town Clerk of Natick

WARRANT
FOR
SPECIAL STATE ELECTION
NORFOLK, BRISTOL AND MIDDLESEX
SENATORIAL DISTRICT
MARCH 2, 2004

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County: Greeting:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Lilja School
The voters of Precinct 9	in Morse Institute Library
The voters of Precinct 10	in Memorial School

TUESDAY, THE SECOND OF MARCH, 2004

from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the election of candidates for the following offices:

SENATOR IN GENERAL COURTNORFOLK, BRISTOL AND MIDDLESEX
SENATORIAL DISTRICT

And you are directed to serve this warrant by causing an attested copy of said warrant to be published once in the newspaper called "The Metrowest Daily News", said publication to be February 12, 2004, you are also directed to post attested copies of said Warrant at the following locations in said Natick to wit: The Kennedy Middle School; Mill Street, Precinct 1; Fire Station, Speen Street, Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick School, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the two Natick Post Offices fourteen days at least before MARCH 2, 2004.

Given under our hands this 9th day of February 2004.

s/Jeffrey A. Stern
JEFFREY A. STERN

s/John Ciccariello
JOHN CICCARIELLO

s/Jay H. Ball
JAY H. BALL

s/Charles M. Hughes
CHARLES M. HUGHES

s/Paul R. McKinley
PAUL R. MCKINLEY

SELECTMEN OF NATICK
A True Copy February 9, 2004

Attest: s/Jane M. Hladick
 Town Clerk

Constable: s/Sebastian F. Grupposo

OFFICER’S RETURN

COMMONWEALTH OF MASSACHUSETTS NATICK, February 12, 2004

Middlesex, ss

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting attested copies of said Warrant at the several locations and places therein designated for that purpose, on Monday February 12, 2004, also by causing an attested copy of said Warrant to be published in the newspaper called “The Middlesex News”, this newspaper published in the said Town of Natick in the issue dated February 12, 2004.

s/Sebastian F. Grupposo
Constable, Town of Natck

NATICK, MASSACHUSETTS
PRESIDENTIAL PRIMARY &
SPECIAL STATE ELECTION
TUESDAY MARCH 2, 2004

PROCEEDINGS

NATICK, MARCH 2, 2004

Meeting opened in all ten precincts at 7:00 A.M. with the usual legal formalities.

TOTAL NUMBER OF BALLOTS CAST- 9,757

DEMOCRATIC – 5,176

REPUBLICAN – 1,076

LIBERTARIAN -12

GREEN RAINBOW-5

SENATOR IN GENERAL COURT-3,505

DEMOCRATIC VOTE BY PRECINCT

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>TOTALS</u>
251	549	440	390	469	623	670	467	612	705	5,176

DEMOCRATIC PRESIDENTIAL PREFERENCE – VOTE FOR ONE

RICHARD GEPHARDT

0	0	0	1	0	1	3	0	1	1	7
---	---	---	---	---	---	---	---	---	---	---

JOSEPH LIEBERMAN

3	9	2	5	7	6	8	5	9	5	59
---	---	---	---	---	---	---	---	---	---	----

WESLEY K. CLARK

1	1	3	1	3	3	3	5	4	4	28
---	---	---	---	---	---	---	---	---	---	----

HOWARD DEAN

9	17	11	7	10	13	16	16	13	22	134
---	----	----	---	----	----	----	----	----	----	-----

CAROL MOSELEY BRAUN

0	0	0	0	0	0	3	0	1	0	4
---	---	---	---	---	---	---	---	---	---	---

JOHN EDWARDS

56	98	80	68	93	126	133	74	121	131	980
----	----	----	----	----	-----	-----	----	-----	-----	-----

DENNIS J. KUCINICH

4	13	8	20	12	16	18	21	21	17	150
---	----	---	----	----	----	----	----	----	----	-----

JOHN F KERRY

171	391	331	279	334	439	462	333	432	514	3,686
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-------

LYNDON H. LAROUCHE, JR.

0	1	1	1	0	0	3	0	0	1	7
---	---	---	---	---	---	---	---	---	---	---

AL SHARPTON

1	3	2	2	6	4	5	5	4	4	36
---	---	---	---	---	---	---	---	---	---	----

NO PREFERENCE

2	5	1	4	1	7	7	3	3	5	38
---	---	---	---	---	---	---	---	---	---	----

WRITE IN

0	0	0	1	0	1	3	0	1	0	6
---	---	---	---	---	---	---	---	---	---	---

BLANKS

4	11	1	1	3	7	6	5	2	1	4
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DEMOCRATIC STATE COMMITTEE MAN SECOND MIDDLESEX, & NORFOLK, DISTRICT-
PREC. 1-5 & 8 VOTE FOR ONE

WILLIAM P. DOOLING

160	334	272	246	243	0	0	253	0	0	1,508
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WRITE IN

1	4	2	4	1	0	0	3	0	0	15
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BLANKS

90	211	166	140	225	0	0	211	0	0	1,043
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DEMOCRATIC STATE COMMITTEE WOMAN SECOND MIDDLESEX, & NORFOLK DISTRICT
PREC.- 1-5& 8 VOTE FOR ONE

MARILYN SAFIAN

165	346	272	249	244	0	0	266	0	0	1,542
-----	-----	-----	-----	-----	---	---	-----	---	---	-------

WRITE IN

1	3	1	2	3	0	0	2	0	0	12
---	---	---	---	---	---	---	---	---	---	----

BLANKS

85	200	167	139	222	0	0	199	0	0	1,012
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DEMOCRATIC STATE COMMITTEE MAN NORFOLK, BRISTOL& MIDDLESEX DISTRICT
PREC. -6,7,9 & 10 VOTE FOR ONE

WALTER F. MCDONOUGH

0	0	0	0	0	274	319	0	299	289	1,181
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WRITE IN

0	0	0	0	0	3	1	0	8	3	15
---	---	---	---	---	---	---	---	---	---	----

BLANKS

0	0	0	0	0	346	350	0	305	413	1,414
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DEMOCRATIC STATE COMMITTEE WOMAN NORFOLK, BRISTOL & MIDDLESEX DISTRICT
PREC. 6,7,9 & 10 VOTE FOR ONE

VICTORIA A. BUDSON

0	0	0	0	0	10	5	0	9	5	29
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WRITE IN

0	0	0	0	0	66	70	0	76	64	276
---	---	---	---	---	----	----	---	----	----	-----

BLANKS

0	0	0	0	0	557	600	0	536	641	2,334
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DEMOCRATIC TOWN COMMITTEE

DAVID J. COFFEY	1,999
E. TERESA TOUEY	1,895
JOEL A. BARRERA	1,883
CAROL A. GLOFF	1,973
DAVID J. MURPHY	2,025
MAUREEN T. KELLEY	2,012
HUGO J. HOLLERORTH	1,812

JAMES J. ACTON, JR.	1,789
RICHARD PHILBEN	1,983
FRANK J. VOLPE	1,912
CATHERINE G. MATZILEVICH	2,244
JOSHUA OSTROFF	2,226
THOMAS F. MORRIS	1,987
PAULA CARROLL COHEN	2,052
MARY PATRICIA CRAIG	2,117
JEFFREY M. PHILLIPS	2,189
ERICA E. BALL	2,573
JOAN M. TAVES	1,929
EMERSON J. TAVES	1,839
DAVID B. DAVISON	1,913
MELVIN F. ALBERT	2,056
NANCY A. LAVASH	1,857
YVONNE BOURQUE	1,909
STEPHEN G. ROCHE	1,913
THOMAS E. HUBBARD	1,910
MINDY N. COFFEY	1,937
SHELLEY M. JOSEPH	1,887
SCOTT A. JOSEPH	1,848
MEGAN H. CHRISTOPHER	1,997
RICHARD SIDNEY	1,796
TIMOTHY J. COLLINS	1,876
MARY F. GILLERAN	2,008
DAVID PAUL LINSKY	2,957
MARK V. ST. HILAIRE	2,189
WRITE IN	35
BLANKS	112,633

REPUBLICAN VOTE BY PRECINCT

34	61	76	58	61	177	183	68	160	198	1,076
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REPUBLICAN PRESIDENTIAL PREFERENCE VOTE FOR ONE

GEORGE W. BUSH										
30	52	65	53	57	151	157	60	135	166	926
NO PREFERENCE										
2	7	6	2	2	19	18	5	19	23	103
WRITE IN										
0	2	2	2	1	2	3	1	2	4	19
BLANKS										
2	0	3	1	1	5	5	2	4	5	28

REPUBLICAN STATE COMMITTEE MAN SECOND MIDDLESEX, & NORFOLK DISTRICT
PREC 1-5 & 8 VOTE FOR ONE

EDWARD BERGIN MCGRATH										
29	46	63	45	45	0	0	52	0	0	280

WRITE IN										
0	0	0	0	0	0	0	3	0	0	3
BLANKS										
5	15	13	13	16	0	0	13	0	0	75

REPUBLICAN STATE COMMITTEE WOMAN SECOND MIDDLESEX, & NORFOLK, DISTRICT
PREC 1-5 & 8 VOTE FOR ONE

CAROL A. NATHAN										
28	43	60	45	46	0	0	49	0	0	271
WRITE IN										
0	0	0	0	0	0	0	2	0	0	2
BLANKS										
6	18	16	13	15	0	0	17	0	0	85

REPUBLICAN STATE COMMITTEE MAN NORFOLK, BRISTOL & MIDDLESEX DISTRICT
PREC 6,7,9 & 10 VOTE FOR ONE

PAUL R. JACOBSEN										
0	0	0	0	0	50	52	0	52	49	203
IAN L. BAYNE										
0	0	0	0	0	75	79	0	68	97	319
JAMES LEONARD DOLAN										
0	0	0	0	0	13	17	0	10	20	60
WRITE IN										
0	0	0	0	0	0	0	0	0	0	0
BLANKS										
0	0	0	0	0	39	35	0	30	32	136

REPUBLICAN STATE COMMITTEE WOMAN NORFOLK, BRISTOL & MIDDLESEX DISTRICT
PREC 6,7,9 & 10 VOTE FOR ONE

DEBRA R. TUCKER										
0	0	0	0	0	116	115	0	104	134	469
WRITE IN										
0	0	0	0	0	0	1	0	0	2	3
BLANKS										
0	0	0	0	0	61	67	0	56	62	246

REPUBLICAN TOWN COMMITTEE

MARK KELLEHER	15	IAN L. BAYNE	14
JOSEPH A. PARKS JR.	15	GWENDOLYN BRONSON	15
BLANCH EATON	15	JOHN A. DONOVAN, III	15
KARL W. SCHLEMMER	15	DAVID B. EATON	15
ANTHONY P. LISTA	16	JEFFREY S. SILVERSTEIN	15
DOMINIC MIRANTE, JR.	16	JULIAN J. MUNNICH	15
JOHN LAMBERT	5	ROSS RODINO	2
JOHN CAREY	1	DAVID GALLO	1
PAUL DELLAROCO	1	JEFFREY SMITH	1
EDWARD ELLIOTT	1	ROBERT PERLMAN	1

DAVID WODEYLA	1	PAULA COHEN	1
NANCY HIGGINS	1	PAUL BUERLEN	1
HELEN BUERLEN	1	DIANE WANICKI	1
BRUCE SNOW	2	CHARLES SNOW	2
FRANK FOSS	1	JOSEPH CONNOLLY	1
PAUL GREISMER	1	DANIEL LANGAN	1
MICHAEL CASHMAN	1	JOHN CONNOLLY	1
THOMAS CARTIER	1	MARY A. CARTIER	1
RICH PARSON	1	GEORGE POTTS	1
JEANETTE POTTS	1	JOSEPH FOSTER	1
JEFFREY STERN	1	FRANK RIZZO	1
WRITE IN			236
BLANKS			37,424

LIBERTARIAN VOTE BY PRECINCT

1	0	2	2	2	2	0	0	3	0	12
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LIBERTARIAN PRESIDENTIAL PREFERENCE

JEFFREY DIKET										
0	0	0	0	1	0	0	0	1	0	2
RUBIN PEREZ										
0	0	0	0	0	0	0	0	0	0	0
AARON RUSSO										
0	0	1	0	0	0	0	0	0	0	1
MICHAEL BADNARIK										
0	0	0	0	0	0	0	0	1	0	1
GARY NOLAN										
1	0	1	1	1	0	0	0	0	0	4
NO PREFFERENCE										
0	0	0	0	0	2	0	0	0	0	2
WRITE IN										
0	0	0	1	0	0	0	0	1	0	2

LIBERTARIAN STATE COMMITTEE MAN SECOND MIDDLESEX, & NORFOLK DIST.
NO CANDIDATE

LIBERTARIAN STATE COMMITTEE WOMAN SECOND MIDDLESEX & NORFOLK DIST
NO CANDIDATE

TOWN COMMITTEE
NO CANDIDATES

GREEN-RAINBOW PARTY VOTE BY PRECINCT

0	0	0	0	0	2	1	0	1	1	5
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GREEN-RAINBOW PRESIDENTIAL PREFERENCE

KENT MESPLAY										
0	0	0	0	0	0	0	0	0	0	0
LORNA SALZMAN										
0	0	0	0	0	1	0	0	0	1	2
PAUL GLOVER										
0	0	0	0	0	1	1	0	0	0	2
DAVID COBB										
0	0	0	0	0	0	0	0	0	0	0
NO PREFERENCE										
0	0	0	0	0	0	0	0	1	0	1

STATE COMMITTEE MAN NORFOLK, BRISTOL & MIDDLESEX DISTRICT
NO CANDIDATES

STATE COMMITTEE WOMAN NORFOLK, BRISTOL & MIDDLESEX DISTRICT
NO CANDIDATES

TOWN COMMITTEE
NO CANDIDATES

<u>STATE ELECTION VOTE BY PRECINCT</u>										
0	0	0	0	0	848	893	0	787	977	3,505

<u>SPECIAL STATE ELECTION-REPUBLICAN-PCT 6,7,9,10</u>										
SENATOR IN GENERAL COURT										
NORFOLK, BRISTOL & MIDDLESEX DISTRICT -VOTE FOR ONE										
SCOTT P. BROWN										
0	0	0	0	0	342	359	0	308	435	1,444

<u>SPECIAL STATE ELECTION-DEMOCRATIC-PCT 6,7,9,10</u>										
SENATOR IN GENERAL COURT										
NORFOLK, BRISTOL, & MIDDLESEX DISTRICT -VOTE FOR ONE										
ANGUS G. MCQUILKEN										
0	0	0	0	0	496	524	0	475	540	2,035

PROCEEDINGS OF THE PRESIDENTIAL PRIMARY
& SPECIAL STATE ELECTION MARCH 2, 2004

s/Jane M. Hladick
Town Clerk of Natick

WARRANT
FOR
ANNUAL TOWN MEETING
MARCH 30, 2004

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County: Greeting:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Bldg.
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Lilja School
The voters of Precinct 8	in Natick High School
The voters of Precinct 9	in Morse Institute Library
The voters of Precinct 10	in Memorial School

TUESDAY MARCH 30, 2004

AT 7:00 O'Clock A.M. at which time in all Precincts of said Town of Natick, the polls will be opened and will remain open continuously until 8:00 O'Clock P.M. of said day, when they will be closed, during which time the aforesaid qualified inhabitants of said Town may bring in their votes to the Election Officers duly appointed and sworn for said Precincts for said Town of Natick in said meeting so assembled for and to elect: Town Clerk, for Three years, vote for one; Selectmen, For Three years, Vote for Two; Assessor, For Three Years, Vote for One; Assessor for Two years, vote for one; Constable for Three years, Vote for six; School Committee, For Three Years, Vote for Three; Member Board of Health, For Three Years, Vote for One; Moderator for Three years, Vote for one; Housing Authority, for Five Years, Vote for One; Member Planning Board, For Five Years, Vote for One; Recreation and Parks Commissioner, For Three Years, Vote for Two; Recreation and Parks Commissioner, For One Year, Vote for One. In addition, SIXTY TOWN MEETING MEMBERS Precinct 1, Six for 3 years, Four for 1 year, Two for 2 years; Precinct 2, Six for 3 years; Precinct 3, Six for 3 years, One for 2 years; Precinct 4, Six for 3 years; Precinct 5, Six for 3 years; Precinct 6, Six for 3 years; Precinct 7, Six for 3 years; Precinct 8, Six for 3 years; Precinct 9, Six for 3 years; One for 2 years, two for one year; Precinct 10, Six for 3 years.

All Ballots to be furnished by the Town and the election will be conducted according to the Australian system, as enacted in Massachusetts and in conformity with the election laws of said Commonwealth.

You are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick, to wit: The Kennedy Middle School, Mill Street, Precinct 1; Fire

Station, Speen Street, Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the Natick Post Offices, seven days at least before March 30, 2004; also by causing an attested copy of said Warrant to be published once in the newspaper called "The Metrowest Daily News", said publication to be Wednesday, March 17, 2004.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 8th day of March, A.D., 2004.

<u>s/Jeffrey A. Stern</u> JEFFREY A. STERN	<u>s/John Ciccariello</u> JOHN CICCARIELLO	<u>s/Jay H. Ball</u> JAY H. BALL
<u>s/Charles M. Hughes</u> CHARLES M. HUGHES	<u>s/Paul R. McKinley</u> PAUL R. MCKINLEY	

SELECTMEN OF NATICK

A TRUE COPY MARCH 8, 2004

ATTEST: s/JANE M. HLADICK
TOWN CLERK

CONSTABLE: s/SEBASTIAN F. GRUPPOSO
TOWN OF NATICK

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS	
Middlesex, ss	NATICK, March 17, 2004

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting attested copies of said Warrant at the several locations and places therein designated for that purpose, on March 17, 2004, also by causing an attested copy of said Warrant to be published in the newspaper called "The MetroWest Daily News", this newspaper published in the said Town of Natick in the issue dated Wednesday, March 17, 2004.

s/Sebastian F. Gruppiso
Constable, Town of Natick

PROCEEDINGS

Natick, March 30, 2004

Meeting opened in all ten precincts at 7:00 A.M. with the usual legal formalities.

TOTAL VOTES CAST BY PRECINCT:

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	TOTAL
83	392	3413	49	358	417	470	382	404	465	3661

TOWN CLERK FOR THREE YEARS-VOTE FOR NOT MORE THAN ONE

Jane M. Hladick

7 Foley Drive

Candidate for Re-Election

65	300	277	278	267	306	349	287	293	351	2773
Write-In 0	0	2	0	3	4	1	1	1	3	15
Blanks-18	92	62	71	88	1071	20	94	110	111	873

BOARD OF SELECTMEN-FOR 3 YEARS-VOTE FOR NOT MORE THAN TWO

John Ciccariello

17 Sunshine Ave.

Candidate for Re-Election

41	229	196	206	203	280	328	209	208	274	2174
----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------

Jeffrey A. Stern

44 Eliot Hill Rd.

Candidate for Re-Election

29	193	158	156	158	206	251	151	184	309	1795
----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------

John J. Connolly

6 Allen Street

54	215	193	190	201	194	195	236	228	180	1886
----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------

Write-In 2	0	2	2	2	7	3	3	2	2	25
Blanks 40	147	133	1441	52	147	163	165	186	165	1442

ASSESSOR FOR 3 YEARS-VOTE FOR NOT MORE THAN ONE

Janice M. Dangelo

5 Stillman Circle

Candidate for Re-Election

54	245	232	227	197	253	289	229	224	280	2230
Write-in 0	1	1	0	1	3	1	1	0	0	8
Blanks 29	146	108	1221	60	161	180	152	180	185	1423

ASSESSOR FOR 2 YEARS-VOTE FOR NOT MORE THAN ONE

George W. Potts, Sr.
12 Sheridan Street
Candidate for Re-Election

24	120	125	133	131	152	176	1341	45	162	1302
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Molly K. Reed
8 Avon Lane

37	172	149	136	131	152	141	151	1441	54	1367
----	-----	-----	-----	-----	-----	-----	-----	------	----	------

Write-In	0	2	1	1	0	3	0	1	1	0	9
Blanks	22	98	66	79	96	110	153	96	114	149	983

CONSTABLE- FOR THREE YEARS-VOTE FOR NOT MORE THAN SIX

Paul E. Carew
29 Woodbine Road #1
Candidate for Re-Election

54	194	207	194	168	215	240	225	199	234	1930
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Sebastian F. Grupposo
23 Franconia Ave.
Candidate for Re-Election

49	211	207	207	178	223	252	2132	18	226	1984
----	-----	-----	-----	-----	-----	-----	------	----	-----	------

Thomas F. Morris
9 Sherman St.
Candidate for Re-Election

45	182	176	174	150	192	215	184	198	210	1726
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Barry R. Newman
21 Eliot Hill Rd.
Candidate for Re-Election

48	173	162	157	148	179	193	1701	61	219	1610
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David L. Webb
24 Fiske St.
Candidate for Re-Election

54	191	2212	02	1702	00	226	208	220	243	1935
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Robert E. Raisch
19 Tucker St.

43	180	173	163	164	192	222	194	177	200	1708
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Write-In	0	3	2	0	1	6	0	2	1	0	15
Blanks	205	1218	898	997	1169	1295	1472	1096	1250	1458	11058

SCHOOL COMMITTEE-FOR THREE YEARS VOTE FOR NOT MORE THAN THREE

Michael P. Cashman

26 Sawin St.

Candidate for Re-Election

38 182 139 156 145 168 189 1701 71 181 1539

Henry W. Haugland

24 Arbor Circle

Candidate for Re-Election

36 165 173 183 178 2213 06 179 194 247 1882

Edward J. Wynne

1 Chestnut St.

Candidate for Re-Election

27 167 1421 96 167 187 266 169 164 252 1737

David J. Murphy

14 Euclid Ave.

63 289 256 246 246 304 317 262 254 315 2552

Write-In 0 0 4 1 5 1 1 0 1 1 14
Blanks 85 373 309 265 333 370 331 366 428 399 3259

BOARD OF HEALTH-FOR THREE YEARS -VOTE FOR NOT MORE THAN ONE

Donald J. Breda

29 Arcadia Rd.

Candidate for Re-Election

52 242 223 224 207 244 278 225 217 273 2185

Write-In 0 0 2 0 0 2 0 0 0 0 4
Blanks 31 150 116 125 151 171 192 157 187 192 1472

HOUSING AUTHORITY FOR -FIVE YEARS-VOTE FOR NOT MORE THAN ONE

Virginia M. Doucette

15 Coolidge Ave.

Candidate for Re-Election

57 242 238 234 199 253 295 244 249 280 2291

Write-In 0 0 1 0 0 5 0 2 0 0 8
Blanks 26 150 102 115 159 159 175 136 155 185 1362

MODERATOR- FOR THREE YEARS-VOTE FOR NOT MORE THAN ONE

Paul E. Connolly

4 Hickory Rd.

Candidate for Re-Election

57 256 234 237 215 276 309 244 235 289 2352

Write-in o	1	1	1	1	3	0	1	1	1	10
Blanks 26	135	106	111	1421	38	161	137	168	175	1299

PLANNING BOARD-FOR FIVE YEARS-VOTE FOR NOT MORE THAN ONE

Robert B. Foster
 4 Longfellow Rd.
 Candidate for Re-Election

50	227	219	222	192	249	276	224	218	261	2138
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Write-In o	1	1	0	0	7	1	1	1	4	16
Blanks 33	164	121	127	166	161	193	157	185	200	1507

RECREATION AND PARKS COMMISSIONER-FOR THREE- YEARS VOTE FOR NOT MORE THAN TWO

Ronald V. Ordway
 18 Loker St.
 Candidate for Re-Election

56	256	242	2312	00	247	298	248	238	292	2308
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Christine B. Polito
 12 Mohegan Trail

49	204	195	196	178	2132	61	184	199	232	1911
----	-----	-----	-----	-----	------	----	-----	-----	-----	------

Write-In o	1	3	0	0	2	0	0	0	0	6
Blanks 61	323	242	271	338	372	381	332	371	406	3097

RECREATION AND PARKS COMMISSIONER –FOR ONE YEAR-VOTE FOR NOT MORE THAN ONE

Michael J. Fair
 23 Barnesdale Rd.

55	260	245	242	207	256	307	240	244	293	2349
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Write-in o	0	1	0	0	3	1	1	2	1	9
Blanks 28	1329	5	1071	51	158	162	141	158	171	1303

ALL OF THE ABOVE SUCCESSFUL CANDIDATES WERE DECLARED THE WINNERS AND THEY QUALIFIED BEFORE JANE M. HLADICK, TOWN CLERK OF NATICK.

PRECINCT 1-TOWN MEETING MEMBERS-FOR 3 YEARS-2 YEARS-AND ONE YEAR-VOTE FOR TWELVE

Frank J Volpe	63	Catherine A. Hapanney	12
1 Larkspur Way #6		8 Prospect Street	
Candidate for Re-Election			

Diane Lois Harris	8 Apptd.	Jennifer H. Garrant	8 Apptd.
21 Village Rock Lane # 6		3 Village Way # 6	

Margaret R. Sleeper 11 Wellesley Avenue	4 Apptd.	Kevin J. Fitzgerald 7 Spruce Lane #1	1 Apptd.
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Raymond H. Garber 45 Village Brook Lane # 8	1 Apptd.	Ann-Marie Mortarelli 15 Village Rock Lane # 9	1 Apptd.
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Write-In——37
Blanks——896

PRECINCT 2-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Emily M. O'Brien 25 Brookdale Road Candidate for Re-Election	234	Jeffrey Smith 12 Tamarack Road	229
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Herbert Z. Kupchik 3 Nolin Street Candidate for Re-Election	229	Linda C. Sussman 26 Ridge Avenue Candidate for Re-Election	224
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Paul Dellarocca 18 Lamplight Circle Candidate for Re-Election	215	Nanci S. Farquharson 7 Hardwick Rd. Candidate for Re-Election	213
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Write-In———5
Blanks——1003

PRECINCT 3-TOWN MEETING MEMBERS-FOR 3 YEARS-AND 2 YEARS-VOTE FOR SEVEN

Tass Filledes 4 Windsor Avenue Candidate for Re-Election	199	Paul J. Regan 3 Windsor Avenue	186
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John A. Blanchard 44 Beaver Dam Road	184	John D. Gaziano, Jr. 34 Prescott Ave. Candidate for Re-Election	172
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Andrew J. Meyer 31 Prescott Avenue Candidate for Re-Election	165	John David Wodeyla 56 Hartford St.	8 Apptd.
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Bruce D. Whitney 76 Speen St.	3 Apptd.
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Write-in———27
Blanks———1454

PRECINCT 4-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Jacquelyn Casey 8 Foley Drive	234	Marjorie L. Packer 45 West Central St.	227
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Candidate for Re-Election
Frederick Coburn, Jr. 224
202 Bacon St.
Candidate for Re-Election

Anna K. Mora-Mieszkowski 34
26 Franconia Avenue

Write-in-----121
Blanks-----1078

Candidate for Re-Election
Jonathan H. Freedman 210
60 Park Avenue
Candidate for Re-Election

Michael Caccavale 24
5 Charles St.

PRECINCT 5-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Dino Trubiano 193
59 Evergreen Road
Candidate for Re-Election

Christine Weithman 193
6 Spring Valley Road
Candidate for Re-Election

Diane L. Caplan 185
16 Liberty St.
Candidate for Re-Election

Janet M. Nolan 185
21 Waring Road
Candidate for Re-Election

Janet M. Nichols 183
6 Wedgewood Road
Candidate for Re-Election

Frederick Sanford, Jr. 172
32 Felch Road
Candidate for Re-Election

Write-In-----10
Blanks-----1027

PRECINCT 6-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Charlene B. Foss 247
18 Sunshine Avenue
Candidate for Re-Election

Susan Sullivan 245
34 Grove Road
Candidate for Re-Election

Darlene Perry 238
3 Rathbun Road
Candidate for Re-Election

Frank W. Foss 237
18 Sunshine Avenue
Candidate for Re-Election

William F. Gath 233
10 Beverly Road
Candidate for Re-Election

Mysore Ravindra 36
16 Fox Hill Drive

Write-In-----102
Blanks-----1200

PRECINCT 7-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Henry W. Haugland 256
24 Arbor Circle
Candidate for Re-Election

Michael W. Bruns 243
105 Walnut Street
Candidate for Re-Election

Paul B. Griesmer 17 Arbor Circle Candidate for Re-Election	237	Daniel A. Lagan 18 Pauline Drive	215
Richard Jennett, Jr. 3 Arbor Circle Candidate for Re-Election	207	Michael P. Cashman 26 Sawin Street Candidate for Re-Election	203
Christopher Lee, III 68 Park Avenue Candidate for Re-Election	188	Roger Beer 4 Walnut Avenue Candidate for Re-Election	186
Write-In-----0			
Blanks-----1085			

PRECINCT 8-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Zachary J. Garafalo 15 Tucker St.	218	Theresa M. Miller 5 Walcott St. Candidate for Re-Election	211
Lucia A. Frenkel 30 Tucker St. Candidate for Re-Election	203	Brian E. Price 14 Redman Drive Candidate for Re-Election	191
Robert E. Raisch 19 Tucker Street Candidate for Re-Election	190	Anna V. Rausch 20 Redman Drive Candidate for Re-Election	182
Write-In-----9			
Blanks-----1088			

PRECINCT 9-TOWN MEETING MEMBERS-FOR 3 YEARS-2 YEARS AND 1 YEAR VOTE FOR NINE

Debra B. Davis 14 Morse St. Candidate for Re-Election	179	Janice L. Parsons 94 Union St. Candidate for Re-Election	156
Edward A. Johnson 18 Lincoln St. Ext. Candidate for Re-Election	151	Glenn S. Davis 14 Morse St. Candidate for Re-Election	140
Jeffrey Kennedy 4 Church St. #1	123	Elaina A. Danahy 2 Pinewood Avenue Candidate for Re-Election	117
Sybil Ellen Schlesinger	108 Apptd.	John F. Horrigan	107 Apptd.

22 Rockland St.		9 Nokomis Way	
Candidate for Re-Election			
Wilson E. Idzal	110 Apptd.	Renee S. Degutis	99
40 Algonquian Drive		3 Nokomis Way	
Write-In---	2		
Blanks---	2344		

PRECINCT 10-TOWN MEETING MEMBERS-FOR 3 YEARS-VOTE FOR SIX

Janet M. Crain	278	David H. Dimmick	261
10 Clover Lane		10 Sassamon Road	
		Candidate for Re-Election	
Jerry L. Pierce	254	Kenneth S. Goldman	240
201 Eliot St.		10 Lantern Lane	
Candidate for Re-Election		Candidate for Re-Election	
Robert L. Severence	236	Susan A. Shea	63
153 Cottage St.		92 Glen St.	
Candidate for Re-Election			
Write-In---	3		
Blanks---	1414		

A Record of the Proceedings of the Annual Town Election,
March 30, 2004.

s/Jane M. Hladick
Town Clerk of Natick

WARRANT
ANNUAL SPRING TOWN MEETING
APRIL 13, 2004

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County:

Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Senior High School Auditorium, Natick on

TUESDAY EVENING, APRIL 13, 2004

at 7:30 o'clock P.M., then and there to act on the following Articles:

The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter and subject to the referendum provided thereby.

And you are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick; and at the following public places in said Natick, to wit: The Kennedy Middle School, Mill Street, Precinct 1; Fire Station, Speen Street, Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the two Post Offices seven days at least before April 13, 2004; also by causing an attested copy of said Warrant to be published once in the Newspaper called "The Metrowest Daily News", said Newspaper published in the Town of Natick and said publication to be March 17, 2004.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 8th day of March, A.D., 2004.

s/Jeffrey A. Stern
JEFFREY A. STERN

s/John Ciccariello
JOHN CICCARIELLO

s/Jay H. Ball
JAY H. BALL

s/Charles M. Hughes
CHARLES M. HUGHES

s/Paul R. McKinley
PAUL R. MCKINLEY

SELECTMEN OF NATICK

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

NATICK, March 17, 2004

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting Attested copies of said Warrant at the several locations and places therein designated for that purpose, on March 17, 2004 also by causing an attested copy of said warrant to be published in the newspaper called "The MetroWest Daily News", this newspaper to be published in the said Town of Natick in the issue dated Wednesday March 17, 2004.

s/Sebastian F. Grupposo
Constable, Town of Natick

ANNUAL SPRING TOWN MEETING
SECOND SESSION
APRIL 13, 2004

7:32 P.M. At the Senior High School Auditorium, the Annual Spring Town Meeting was called to order by the Moderator, Paul Connolly who declared there was a quorum present.

The Moderator administered the Oath of Office to the Town Clerk.

All newly elected and appointed town meeting members present were sworn-in by the Moderator. There were 147 members present.

Invocation was presented by Rev. Rich Rhodes, Pastor of the Hartford Street Presbyterian Church followed by the Pledge Allegiance to the Flag.

The Moderator read to the membership the notes of procedures to be followed at this meeting.

VOTED UNANIMOUSLY, to omit reading of the articles when calling them and to refer to them by subject matter or number; to waive reading of motions when the text of the motion has been included in the article printed in the warrant; and to waive reading of the Finance Committee motions or the itemization in those motions when the text of the motion or itemization has been distributed in writing to Town Meeting Members.

The Finance Committee motions were reported through its Chairman, Frank Foss and Secretary Carol Gloff.

The Finance Committee recommendations were mailed to all Town Meeting Members and other officials on April 2, 2004.

The Finance Committee held their Public Hearings on the Warrant Article for the Annual Spring Town Meeting on March 4th, 9th and 11th, 2004.

The Planning Board held their Public Hearing on Articles 27, 28 and 29 of the Annual Spring Town Meeting on January 28, 2004.

The Planning Board recommendations were handed out the first night of Town Meeting, April 13, 2004.

On matters requiring a two-thirds vote by statute, as authorized under Section 15 of Chapter 39 of the General Laws as recently amended by Chapter 448 of the Acts of 1996, a count need not be taken, where a 2/3rd vote is declared by the Moderator. Voted under Article 44 of the Annual Spring Town Meeting of 1997.

Richard Sullivan, Chairman of the newly formed Financial Operation Committee informed Town Meeting as to the progress the committee has made. One of their accomplishments was the presentation of a booklet distributed to Town Meeting Members highlighting language and procedures to follow as a Town Meeting Member. The Committee Members are as follows:

Kenneth Goldman, Town Meeting Member
Charles M. Hughes, Selectman
Gail Kaprielian, Finance Committee
Philip Lemnios, Town Administrator

Lynn Mattice, Finance Committee
Paul McKinley, Selectman
Susan Salamoff, Town Meeting Member
Richard Sullivan, Town Meeting Member

Upon the occasion of his final duty and responsibility as an elected member of Town Meeting, the undersigned members of the Natick Board of Selectmen, do hereby wish to recognize, commend and thank,

MILTON E. GILBERT, ESQUIRE

For his dedication and service to the Town of Natick;

Whereas, Mr. Gilbert has been an elected Town Meeting member since March of 1971 and has exemplified the true meaning and spirit of Natick's Town Government; and,

Whereas, during his service as a former chairman and member of the Natick Planning Board, he was responsible for crafting numerous changes to Natick's Zoning By-Laws, ultimately adopted by Town Meeting due to his eloquent dissertations and perseverance on such matters; and,

Whereas, Mr. Gilbert has been a faithful servant of the Town Meeting process through hours of hard work, dedication and willingness to share his views and opinions,

The Natick Board of Selectmen, the Town Meeting of April 2004, and the entire Town of Natick wish to express our deep gratitude for the years of service you have personally given to the Town of Natick. Milton E. Gilbert will always be a Citizen of Natick.

We wish you and Rachel well in your new endeavors.

John Ciccariello, Chairman
Charles M. Hughes, Clerk
John Connolly

Jay H. Ball, Vice Chairman
Paul R. McKinley

BOARD OF SELECTMEN
ARTICLE 1
(Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, and to provide for a reserve fund for Fiscal Year 2004 (July 1, 2003 to June 30, 2004), and to see what budgets for Fiscal 2004 will be reduced to offset said additional appropriations, or take any action relative thereto.

RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 1 and that the following Fiscal Year 2004 budgets be amended and/or supplemented as follows:

1) Budget: Natick Police Department

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Free Cash	FY04 Excise Taxes	\$ 714.00
	Insurance Recovery	Lease Purchase Motor Cycle	\$3,800.00

The purpose of this article is to supplement and/or amend the various Fiscal Year 2004 (current year) Town of Natick (hereafter “Town”) operating budgets. Specifically, the Finance Committee recommends one (1) budget supplementation. Concerning Item #1, the Finance Committee recommends that Town Meeting approve additional funding for the Police Department’s budget to pay excise taxes due for two motorcycles which are leased.

The Finance Committee seeks Town Meeting’s support for these budget amendments and supplementations.

Motion:

VOTED UNANIMOUSLY, to appropriate the sum of \$4,514 to be expended under the direction of the Town Administrator for the purpose as follows:

Police Motorcycle Lease Payment	\$3,800
Fiscal Year 2004 Excise Tax Payments (4)	714

And that the sum of \$4,514 be raised from Free Cash.

ARTICLE 2
(Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, and to provide for a reserve fund for Fiscal Year 2005 (July 1, 2004 to June 30, 2005), or take any action relative thereto.

RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 2 and the appropriation of the sum of \$88,805,441.00 to operate various Town departments during Fiscal Year 2005.

The purpose of this Article is to fund the operation of various Town of Natick departments for Fiscal Year 2005 (July 1, 2004 through June 30, 2005).

The Finance Committee seeks Town Meeting’s support for the appropriations as summarized by local government subdivisions, as indicated below. A brief status report on Revenues and Free Cash is provided before the presentation on the proposed budgets.

Revenues and Free Cash:

Revenues: As the Finance Committee began the budget process, we were presented a revenue picture that showed a dramatic change from the previous year’s estimated revenues from State Aid. As indicated in the cover letter to this Report, State Aid was anticipated to decrease from

the previous year's level as much as nine percent (9%). However, as we proceeded through the budget review process indications from State legislative and administrative officials suggest that the Town may receive level funding of State Aid. However, even if this revenue source is funded at Fiscal Year 2004's level, the Town will still need to use monies from Free Cash Reserves, the Stabilization Fund Account and the Overlay Surplus Account. Use of these funds, based on previous fiscal years' uses, is greatly increased due to the at best level funding of State Aid and increases in operational costs, including salary and wage increases.

Notwithstanding the above, the Finance Committee reviewed the general estimated receipts and other available funds, and finds that they are reasonably estimated based on past practices. That is to say, those estimates are conservative and reliable under the current economic paradigm.

Education:

The education portion of our budget recommendation comprises two budgets - The Natick Public Schools and the South Middlesex Vocational School District – Keefe Technical High School.

Natick Public Schools Budget:

The Finance Committee was presented with a requested budget from the School Department that represents a 2½% increase from last year's appropriated budget. This was in agreement with the Town Administrator's request. The School Department has listed four goals for their FY05 budget. These are: No layoffs with staffing to reflect enrollment changes; No program elimination; Maintain reasonable class sizes; and implement the collective bargaining settlements within the municipal financial plan. This budget meets those objectives.

The school budget includes the addition of 2.5 teacher positions. This includes one teacher position at the elementary level in anticipation of increased kindergarten enrollment and 1.5 teacher positions at the high school to fulfill a need for electives (one current part-time teacher position at the high school will be increased to full time). In addition to this, there are increases in Fuel Oil and Natural Gas (\$50,000), Vocational Tuitions at Norfolk Agricultural School (\$44,100) and both regular and Special Ed transportation (\$23,637). These have been offset by a 10% decrease from the FY04 appropriated amount in Instructional Supplies (-\$104,203).

This budget as presented incorporates the current bus transportation fee policy. Article 14 of this Town Meeting Warrant addresses a possible change to this policy and the funding requirements for this possible change. A detailed discussion is included with that Article.

The Finance Committee seeks Town Meeting members' support of the Finance Committee's recommendation of \$34,746,015 for the FY05 Natick Public Schools Budget.

Keefe Technical High School Budget:

The Keefe Tech School Committee has adopted a total budget with a 0% increase. In order to compensate for increases in Health Insurance, other insurances, and collective bargaining agreements, there is an across the board reduction of 10% in non salary line items (example: supplies). They have also decided not to fund capital improvements this year. As part of Keefe Tech's normal budget process, capital improvements are funded each year within the

operating budget. The attention paid to maintenance and capital items in prior years will now enable Keefe Tech to delay capital improvements for the coming year. However, it should be noted that they will not be able to continue this in future years.

Natick students represent approximately 11% of the enrollment at Keefe Tech. Although the number of Natick students has decreased by eight (9%), Natick’s assessment as determined by the State has increased. This is at least in part due to the fact that the state has recently changed the assessment allocation method and a claim by the state that Natick’s FY04 assessment was miscalculated; i.e., it was lower than it should have been. As a result, the assessment to Natick has increased from \$12,361 per student in FY04 to \$15,196 per student in FY05.

The Finance Committee seeks Town Meeting members’ support of the Finance Committee’s recommendation of \$1,154,952 for the FY05 Keefe Tech Budget.

Representatives from Keefe Tech should be available to provide additional information regarding this request.

Public Safety:

Natick Fire Department Budget:

Town Meeting Members may remember that at the beginning of the current fiscal year the Town Administrator with the assistance of Fire Department personnel, a Finance Committee designee (Jeffrey Phillips) and other administration staff reviewed the Fire Department operational staff costs and levels under the current operational paradigm. That review resulted in a number of recommended changes, which were implemented. The recommended Fiscal Year 05 budget is based upon those changes. Fire Department staff and the Town Administrator should be available to report on the operations of the Fire Department and answer any questions for Town Meeting Members.

Natick Police Department Budget:

The Natick Police Department Budget is essentially unchanged from the previous fiscal year, except that the presentation of the salaries and wages has been changed so as to itemize such. Police Department staff and the Town Administrator should be available to report on the operations of the Police Department and answer any questions for Town Meeting Members.

Public Works Divisions:

In summary, Fiscal Year 2005 Public Works Budgets contain the following major changes:

Public Works Administration & Highway Division:

A new position has been added to the Public Works Administration Budget – Coordinator of DPW Safety, Training and Environmental Compliance. This position is being funded from changes made in the Public Works Highway, Sanitation and Recycling Divisions. Specifically, this position will perform a number of tasks related to those listed in the job title and tasks related to overseeing the Storm Water Management, waste removal and recycling programs.

With regard to changes in the Public Works Highway Division, the former Sanitation and Recycling staff and associated budgets are proposed to be incorporated into the Highway

Division. The management and control of the staff formerly under the control of the Sanitation and Recycling departments will now be under the oversight of the Highway Division supervisory staff.

Public Works departmental staff and the Town Administrator should be available to report on this new position, changes in the operations of the Highway, Sanitation and Recycling Divisions, and answer any questions for Town Meeting Members.

Health and Human Resources:

Human Services, Veterans Services and Council on Aging:

With regard to the Human Services Budget, there is a reduction in the salaries and wages segment of the budget. The former position of the Director of Human Services has been removed from the budget. The function of this position will now be under the oversight and control of the Council on Aging Director and the Veterans Services (Officer) Director.

The Council on Aging and Veterans Service Directors have provided similar services or have staff that are proficient in providing human services. In the revised budget of the Council on Aging, there is additional staff funding for an increased number of hours for social services. Such staff levels were insufficient to provide requested services before the merger of human services indicated herein; the merger is expected to provide adequate service for residents' needs.

Each of these departmental directors accepted these new responsibilities and will perform them within the fiscal constraints of their respective budgets (without increase in salaries and wages). During the next year, the Town Administrator plans to evaluate these departments' performance of new (in conjunction with old) duties, and then will report his findings and determine whether the following fiscal year's budget should fund the continuance of these merged responsibilities. Veterans Services and Council on Aging departmental staff, and the Town Administrator should be available to report on this proposed merger of departmental responsibilities and answer any questions for Town Meeting Members.

General Government:

The following is a condensed report of the Finance Committee's Administration and General Services Subcommittee, which summarizes some of the pertinent factors related to certain General Government budgets:

Community Development Budget:

FY05 Proposed Changes from FY04:

- Add a full time Building Inspector at an annual salary of \$46,315.45. This increase is carried under Salaries Technical & Professional.
- Increase the budget for inspections by \$40,000. NOTE: This is not an increase in the number of personnel. Inspectors are paid per inspection and this budget increase reflects increased inspection activity, not an addition of staff.

Rationale for Changes: The demand for services from the Building Inspector team has grown beyond current capacity and is expected to increase even more as large projects are initiated over the next several years.

Natick's Building Commissioner and Building Inspector are responsible for:

- Reviewing building plans and issuing permits
- Conducting 5 different building inspections for each permit issued; note that permits may also require deed research and analysis of building plans
- Handling complaints that range from fence and zoning violations to unregistered cars parked on private property.
- Testifying in court cases where building, zoning, or related issues are under dispute
- Handling customer service issues at Town Hall

In the last two years, the department has seen increases as follows:

- New building permits increased
- Alternation permits increased from 886 in FY03 to 1,048 in FY04
- Temporary store permits increased from 8 to 12
- The current backlog of work at the department includes 91 permits with unresolved issues, along with 20 commercial permits and 48 residential permits that have not yet been picked up by the applicant
- 59 complaints are outstanding that need to be investigated and may require action to be taken by the department

Based on the current backlog and new work anticipated, the department needs to deliver:

- Between 4 and 5 plan reviews per day
- More than 20 inspections per day
- Resolve more than 1 complaint each day

In addition, a number of very large projects are expected to enter into the planning and design stage, including:

- 1) Expansion of the Natick Mall
- 2) Redevelopment of the current Loews Theater site
- 3) Development of the Cloverleaf 40B project
- 4) Development of 40B project on South Main Street

None of the current work backlog reflects any activity from these projects.

Clearly there is sufficient demand for services to utilize another resource in this office.

One thing that is unique about the Community Development Office relative to other Town departments: much of its costs, as well as costs that are impacted by development, are covered by fees. In FY03, estimated receipts were \$585,453.82 against an appropriated budget of \$481,182. With the development of the Natick Mall and other large projects, the estimated receipts from fees will increase dramatically. For example, we were presented with documentation estimating plumbing/gas permit revenue and inspection fees in excess of \$70,000 on the mall project.

In addition, all of Natick's building fees have increased over the last several years. Some fees have increased 300%. With the increase in fees have come greater expectations on the part of builders and contractors for timely service. The Town department personnel is not staffed to meet this need.

The possibility of staffing this position with a contractor or a part time employee who might grow to full time as needed was examined. However, the Building Inspector positions in Wellesley and Sherborn were vacant, leading to competition for resources. Further, a part time position is not likely to be attractive to the best-qualified candidates.

Natick has benefited from a highly skilled and professional Community Development Office. The results of their excellent work are visible all over Town and are immediately apparent to any observer who compares the planning and zoning enforcement in Natick to other communities. The Department is concerned about maintaining this standard of excellence for the Town.

The candidate who fills this position will need to become certified. This is a process of taking three different exams. The cost for this expense has traditionally been covered by the employee, not the Town. This issue may need to be negotiated. The cost several years ago was around \$4,000. No money is budgeted at this time to anticipate this cost.

The following is a condensed report of the Finance Committee's Personnel and Benefits Subcommittee, which summarizes some of the pertinent factors related to the certain personnel and insurance budgets:

Personnel Board:

The Personnel Board has been inactive for a number of years. With the addition of the Deputy Town Administrator, this Board will be reactivated in FY05. At this time, no budget changes are proposed.

Elected Official Salaries (Town Clerk):

We are required to handle elected official salaries as a separate warrant article. This only applies to the Town Clerk. See Article 8 for a discussion of this official's salary.

Employee Insurance:

Proposed Changes from FY04:

Insurance – Unemployment is increasing by \$6,000. The School Department is experiencing a high rate of turnover which correlates with the higher rate of new hires coming on board to replace retiring staff. The Town self-insures for unemployment insurance. The State Department of Employment and Training (DET) dispositions claims and bills the Town for payment of unemployment benefits.

Medicare costs are projected to increase \$77,000. A number of factors are at play here. First, employees hired before 1986 do not participate in the Medicare program. Currently, 25% of staff is not participating in the Medicare program. As people retire and we hire new employees the participation rate increases and our payments increase. Therefore, the rate of employee retirements and new hires has a direct impact on this budget.

Second, there is a great deal of uncertainty in the overall Employee Insurance budget which is completely outside of the control of the administration. People can add or drop health insurance, and the composition of the work force may change and affect these numbers. So, this budget line item is used as a hedge for unexpected increases.

With an increase of \$77,000, this line item can accommodate a change in $\$77,000 / .0145 = \$5,310,344$ of payroll being added to the Medicare program. Total payroll is \$44,634,641, so this increase in Medicare appropriations can hedge against a turnover of $5,310,344 / 44,634,641 = 12\%$ of payroll.

While this assumption may be too aggressive, we recommend leaving this line item alone for FY05.

Insurance Group Health & Life is growing as a result of out-of-control health care costs. Natick participates in the West Suburban Health Group (WSHG) which is a collaborative of towns representing 17,000 employees. Rates are negotiated on behalf of this large group. A brief review of the rates, demonstrates that they are indeed very attractive.

The WSHG met on December 12, 2003 and projected rates for members for FY05. Overall, rates are projected to increase an average of 12%. The exact increase experienced by Natick will depend on the mix of plans selected by employees. The budget incorporates a \$100,000 contingency line for fluctuations in premium payments.

Allocating Benefits Costs to Town Departments:

Ruthann Cashman has prepared an analysis of employee benefit costs that the Chair has reviewed and found to be accurate. The analysis shows that cost of benefits are currently 21.5% of payroll. So, in this budget, you can simply multiply the payroll line by 1.215 to get the fully loaded personnel costs. This number may change from year-to-year as participation in benefits programs fluctuate. For planning purposes, if all employees were to participate at the highest level, the factor would be 34% or 1.34.

An alternative approach would be to look at each Town department's payroll as a percentage of total payroll and then apply that percentage to the benefits budget. So, for example, Schools make up 63.5% of payroll and therefore would be allocated 63.5% of the benefits budget or \$5.55 million.

Natick Contributory Retirement System:

The fund is reporting 15% returns through 9/30/03. The current funding period is 24 years. The budget represents a 4.5% increase from FY04.

Unclassified:

Sassamon Trace Golf Course Enterprise Fund:

Over the past fiscal year, Town Meeting members have been apprised of the review and results of the Sassamon Trace Golf Course. Town Meeting Members are probably aware that the golf course has been discussed at great length, specifically due to its previous losses when comparing revenues against expenses. After careful review by the Town Administrator, the Board of Selectmen and the Finance Committee, the Board of Selectmen decided to continue operating the golf course for one year, and then reevaluate the operation of the course and determine it should continue to be operated.

Reserve Fund: The Reserve Fund is a budget under the control of the Finance Committee once approved by Town Meeting. It is normally used to fulfill unforeseen or emergency needs,

which are funded by “reserve fund transfers” approved by the Finance Committee, during the fiscal year. Town Meeting will note that this budget is reduced to levels that were common two to three fiscal years ago. The Finance Committee seeks Town Meeting members’ support of the Town Administrator’s requested budget amount of \$250,000.

Mr. Philip Lemnios, Town Administrator, gave an overview and overhead presentation of the budget and explained he would be happy to answer any questions with regard to the budget. If there are questions about a specific budget the Department Heads would be available to answer those questions.

State Representative, David Linsky and State Senator, Scott Brown addressed the meeting with news of the possibility of an increase in State Aid from what had been predicted and they would both keep the Town informed as to the progress on this issue.

Motion:
VOTED BY DECLARED 2/3RD to appropriate the following sums for the operation of the government of the Town of Natick for Fiscal Year 2005 (July 1, 2004 to June 30, 2005). The funds are appropriated for the specific purposes indicated in each budget and are to be expended under the direction of the officials indicated (in parentheses after the budget category).

<u>Budget Item</u>	<u>Responsible Official</u>	<u>Amount</u>
<u>Section A Education – Natick Public Schools</u>		
PAGE B5 Natick Public Schools (School Committee)		
B. Operating Expenses		\$ 34,746,015
<u>Section A1 Education – South Middlesex Regional Vocational</u>		
PAGE B5 South Middlesex Regional (Board of Selectmen)		
Vocational School District		
C. Other		\$ 1,154,952
Total Section A – Public Education		\$ 35,900,967

There were some questions with regard to Section A Education James Connolly, Natick School Superintendent and Peter Dewar, Superintendent/Director of Keefe Tech answered those questions to the satisfaction of the members.

<u>Section B – Public Safety</u>		
PAGE B6 Natick Emergency Mgmt. (Fire Chief)		
B. Operating Expenses		\$ 1,100
PAGE B8 Natick Fire Department (Fire Chief)		
A. Salaries		\$ 5,244,405
B. Operating Expenses		<u>149,600</u>
		\$ 5,394,005
PAGE B10 Natick Police Department (Police Chief)		
A. Salaries		\$ 4,322,062
B. Operating Expenses		<u>228,125</u>

PAGE B11	Street Lighting	(Town Administrator)	\$ 4,550,187
	B. Operating Expenses		\$ 227,000
	Total Section B – Public Safety		\$ 10,172,292

Some discussion took place with regard to Section B Public Safety.

A motion was made by Julian Munnich, seconded by Frederick Coburn to reduce the amount B11, Operating Expenses, by \$25,000. Further discussion continued.

AMENDMENT LOSES.

Section C – Public Works Divisions

PAGE B12	Administration	(Director Public Works)	
	A. Salaries		\$ 322,582
	B. Operating Expenses		<u>27,150</u>
			\$ 349,732
PAGE B13	Public Building Maintenance		
	A. Salaries		\$ 302,044
	B. Operating Expenses		<u>981,887</u>
			\$ 1,283,931
PAGE B14	Engineering Division		
	A. Salaries		\$ 228,788
	B. Operating Expenses		<u>38,400</u>
			\$ 267,188
PAGE B15	Equipment Maintenance Division		
	A. Salaries		\$ 422,518
	B. Operating Expenses		409,780
	C. Other		<u>8,000</u>
			\$ 840,298
PAGE B17	Highway Maintenance/Solid Waste Collection/Recycling Center		
	A. Salaries		\$ 1,076,012
	B. Operating Expenses		399,559
	C. Other		<u>1,492,213</u>
			\$ 2,967,784
PAGE B18	Land Facilities & Natural Resources		
	A. Salaries		\$ 407,330
	B. Operating Expenses		<u>157,450</u>
			\$ 564,780
	Total Section C – Public Works		\$ 6,273,713

Section D – Health & Human Services

PAGE B19	Board of Health	(Board of Health)		
	A. Salaries		\$	287,335
	B. Operating Expenses			23,000
	C. Other			<u>15,000</u>
			\$	325,335
PAGE B20	Council on Aging	(Council on Aging)		
	A. Salaries		\$	182,068
	B. Operating Expenses			<u>13,315</u>
			\$	195,383
PAGE B21	Neighborhood Bus	(Director Community Development)		
	A. Salaries		\$	138,052
	B. Operating Expenses			33,800
	C. Other			<u>9,800</u>
			\$	181,652
PAGE B22	Parks & Recreation	(Superintendent Parks & Recreation)		
	A. Salaries		\$	421,011
	B. Operating Expenses			38,696
	C. Other			<u>27,054</u>
			\$	486,761
PAGE B23	Human Services	(Dir. of Council Aging and Veterans Svs.)		
	A. Salaries		\$	18,296
	B. Operating Expenses			<u>17,560</u>
			\$	35,856
PAGE B24	Veterans Services	(Director Veterans Services)		
	A. Salaries		\$	90,586
	B. Operating Expenses			6,350
	C. Other			<u>59,950</u>
			\$	156,886
	Total Section D – Health & Human Services		\$	1,381,873

Section E – General Government

PAGE B27	Assessing Department	(Director of Assessing)		
	A. Salaries		\$	249,973
	B. Operating Expenses			69,300
	C. Other			<u>80,000</u>
			\$	399,273
PAGE B28	Board of Selectmen	(Town Administrator)		
	A. Salaries		\$	364,519
	B. Operating Expenses			106,510

C. Other		<u>35.000</u>
	\$	506,029

PAGE B29	Community Development (Director Community Development)	
	A. Salaries	\$ 565,109
	B. Operating Expenses	<u>35.080</u>
		\$ 600,189

A motion was made by Kenneth Goldman, seconded by David Coffey to Adjourn.

10:04 PM ADJOURNED.

A record of the Second Session of the
Annual Spring Town Meeting of 2004

s/Jane M. Hladick
Town Clerk of Natick

ANNUAL SPRING TOWN MEETING
THIRD SESSION
APRIL 15, 2004

7:30 PM The meeting was called to order by the Moderator who declared there was a quorum present.

Town Meeting Members, Mysore Ravindra and Frank Volpe were sworn in by the Moderator.

ARTICLE 2 (CONTINUED)

<u>Budget Item</u>	<u>Responsible Official</u>	<u>Amount</u>
PAGE B30 Finance Committee	(Finance Committee)	
A. Salaries		\$ 3,200
B. Operating Expenses		<u>3,860</u>
		\$ 7,060
PAGE B31 Information Systems	(Director Information Systems)	
A. Salaries		\$ 273,003
B. Operating Expenses		240,600
C. Other		<u>269,045</u>
		\$ 782,648
PAGE B32 Parking Enforcement	(Parking Clerk)	
A. Salaries		\$ 34,116
B. Operating Expenses		<u>77,631</u>
		\$ 111,747
PAGE B33 Personnel Board	(Personnel Board)	
B. Operating Expenses		\$ 1,000
PAGE B34 Registrar of Voters	(Town Clerk)	
A. Salaries		\$ 33,720
B. Operating Expenses		<u>17,750</u>
		\$ 51,470
PAGE B35 Weights & Measures	(Sealer Weights & Measures)	
A. Salaries		\$ 12,346
B. Operating Expenses		<u>1,050</u>
		\$ 13,396
PAGE B36 Town Clerk	(Town Clerk)	
A. Salaries		\$ 175,107
B. Operating Expenses		<u>20,950</u>
		\$ 196,057
PAGE B37 Treasurer	(Town Treasurer)	
A. Salaries		\$ 124,602

	B. Operating Expenses		<u>65,200</u>
		\$	189,802
PAGE B38	Collector of Revenue (Town Collector)		
	A. Salaries	\$	184,181
	B. Operating Expenses		<u>114,500</u>
		\$	298,681
PAGE B39	Town Comptroller (Comptroller)		
	A. Salaries	\$	262,981
	B. Operating Expenses		<u>17,100</u>
		\$	280,081
PAGE B40	Town Counsel (Town Administrator)		
	B. Operating Expenses	\$	42,500
	C. Other		<u>234,000</u>
		\$	276,500
PAGE B41	Town Report (Town Administrator)		
	B. Operating Expense	\$	6,000
	Total Section E – General Government	\$	3,719,933

Section F – Commissions/Special Committees

PAGE B42	Arts Council (Arts Council)		
	B. Operating Expenses	\$	700
PAGE B43	Comm. for the Disabled (Commission for the Disabled)		
	B. Operating Expenses	\$	1,300
PAGE B44	Historical Commission (Historical Commission)		
	B. Operating Expenses	\$	1,000
PAGE B45	Historical Dist. Com. (Historical District Commission)		
	B. Operating Expenses	\$	500
	Total Section F Commission/Special Committees	\$	3,500

Section G – Unclassified

PAGE B47	Debt Service (Town Administrator)		
	And Lease Purchase Obligations		
	C. Other	\$	6,808,030
PAGE B48	Insurance & (Town Administrator)		
	Self Insurance – Employee Benefits		
	B. Operating Expenses	\$	9,391,395

PAGE B49	Property & Liability Insurance	(Town Administrator)	
	B. Operating Expenses		\$ 337,500
PAGE B50	Reserve Fund	(Finance Committee)	
	C. Other		\$ 250,000
PAGE B51	Contributory Retirement System (Town Comptroller)		
	C. Other		\$ 3,867,963
PAGE B52	Non Contributory Pensions	(Town Comptroller)	
	A. Salaries		\$ 191,513
Total Section G – Unclassified			\$ 20,846,401

Section H – Enterprise Funds

PAGE B53	Sassamon Trace Golf Course	(Town Administrator)	
	A. Salaries		\$ 100,451
	B. Operating Expenses		<u>464,468</u>
			\$ 564,919

A motion was made by Richard Sidney, seconded by Andrew Luke to reduce the Sassamon Trace Enterprise Fund Budget by \$588,077.

A motion was made by Frederick Coburn, seconded by Bruce Snow to amend the amendment to reduce the amounts stated in Mr. Sidney’s motion by \$48,961. AMENDMENT TO THE AMENDMENT CARRIES.

MOTION AS AMENDED LOSES.

PAGE B54	Sassamon Trace – Empl. Benefits (Town Administrator)		
	B. Operating Expenses		\$ 23,158
PAGE B55	Sassamon Trace – Debt Service	(Town Administrator)	
	C. Other		\$ 337,126
Total Sassamon Trace Golf Course			\$ 925,203
PAGE B56	Sanitary Sewer & Collection	(Director Public Works)	
	A. Salaries		\$ 567,424
	B. Operating Expenses		123,500
	C. Other		<u>4,111,765</u>
			\$ 4,802,689
PAGE B58	Water Supply & Distribution	(Director Public Works)	
	A. Salaries		\$ 718,075
	B. Operating Expenses		698,450
	C. Other		<u>236,000</u>

			\$ 1,652,525
PAGE B60	Water & Sewer Debt Service	(Town Administrator)	
	C. Other		\$ 1,896,829
PAGE B61	Water & Sewer Fringe Benefits	(Town Administrator)	
	C. Other		\$ 871,491
PAGE B62	Utility Billing	(Town Collector)	
	A. Salaries		\$ 78,325
	B. Operating Expenses		<u>79,700</u>
			\$ 158,025
PAGE B63	Water & Sewer Reserve Fund		
	C. Other		\$ 200,000
	Total Water & Sewer Enterprise		\$ 9,581,559
Section H – Enterprise Funds			\$ 10,506,762

And that the sum of \$88,805,441 be raised from the following sources:

Tax Levy of Fiscal Year 2005	\$ 74,809,799
Free Cash	1,894,897
Enterprise Funds Revenue	9,546,762
Overlay Surplus	1,000,000
MBTA Contract Assistance	78,195
Parking Meter Revenue	111,000
Stabilization Fund	750,000
Title 5 Septic Tank Reserve	7,684
Water and Sewer Retained Earnings	500,000
Sale Surplus Property	59,667
Cable Fees	47,437

A motion was made by Diane Packer, seconded by Jonathan Freedman to take Article 14 out of order.

VOTED BY DECLARED 2/3RD to take up the subject matter of Article 14 at this time.

ARTICLE 14 (School Committee)

To see what sum of money the Town will vote to appropriate for the purpose of operation and administration of the school bus transportation system, and to reduce or offset fees charged

for students who elect to use the school bus transportation system for transportation to and from school; or otherwise act thereon.

RECOMMENDATIONS: By a vote of 9-5-0 on March 9, 2004, the Finance Committee recommends REFERRAL TO THE SCHOOL COMMITTEE with regard to the subject matter of Article 14.

The purpose of this article is to appropriate funds so that the School Committee can modify the bus transportation fee policy. The current policy provides for free bus transportation for all students in grades K-6 who live more than two miles from school. A \$250 fee (\$500 family cap) is charged for all other students for whom bus transportation is requested. The School Budget as proposed in Article 2 of this Town Meeting Warrant was calculated using this current bus transportation fee policy.

On March 8, 2004 the School Committee, by a vote of 7-0 proposed to change that policy so that students in grades K-12 who live more than two miles from school would be provided free bus transportation. A \$150 fee (\$300 family cap) would be charged for all other students for whom bus transportation is requested. The additional cost of this modified policy is calculated at \$287,000 and would come from sources of funding outside of the school budget.

On March 9, 2004, the Finance Committee heard testimony concerning this article. The Finance Committee thanks the School Committee for providing the requested detailed information concerning this proposal. That information is included in an appendix in this booklet; the appendix also includes other key points concerning both the current and proposed policies.

The Finance Committee recognizes that the bus transportation fee does impose a burden on the families of school children in Natick. Many Finance Committee members expressed the opinion that they would like to see the bus transportation fee reduced. However, any bus fee reduction proposal must be financially feasible. In that regard, the proposed policy change was evaluated on several criteria. Among these were: 1.) The sustainability of the fee structure not only this year but in future years; and 2.) that the proposed policy would not result in an expansion of services.

The sustainability of the proposed plan is dependent upon the sources of funding available and whether those funds would continue to be available in future years. Identified as potential sources of funding by the sponsors of the article were Local Aid at a level higher than the 9% reduction estimated by the Town Administrator for the FY05 budget and Free Cash. Unfortunately, the actual FY05 Local Aid amounts will not be known until after this Town Meeting and there is a significant degree of risk in making a decision to appropriate funds based on Local Aid amounts higher than those anticipated in the FY05 budget.

Regarding the use of Free Cash, the Finance Committee reminds Town Meeting Members that \$2.5 Million of Free Cash is already being utilized to balance the FY05 budget. This leaves \$1.4 Million of unappropriated Free Cash, available for use in the case of major unanticipated emergencies and/or to help balance the FY06 budget so that the need for an

operational override would be either minimized or not required. Utilizing Free Cash as a funding source would put these two objectives in jeopardy.

Sources of funding that met the sustainability criteria that were discussed during the Finance Committee Hearing included \$45,000 within the School Budget. This amount was identified when a clerical error listed this expense (the TEC Collaborative) in both the Administration and Contracted Services line items. It is also recognized, however, that some line items in the School Budget, such as supplies and building repairs, are not funded at optimum levels.

Another funding source identified was the savings (\$50,000) that were realized from a reduction in tipping fees as a result of the 'Pay As You Throw' program that was instituted this fiscal year. Fifty percent of those savings have been used to fund the Storm Water Management Plan, leaving \$25,000 available.

The second criterion used to evaluate the proposed policy was whether it would result in an expansion of services. From the information provided to the Finance Committee, the number of students who would qualify for free bus transportation would increase from 750 students under the current plan, to 1,800 students (a 140% increase) under the proposed policy, due to the expansion of eligibility for free bus transportation from the state required level of students in grades K-6 living more than two miles from school (current policy) to students in grades K-12 living more than two miles from school (proposed policy).

Also, the total fees collected in the proposed policy would be \$150,000, which is a 46% decrease from \$279,735 that would be collected in FY05 without the proposed changes. At the same time, the cost borne by the town budget would increase by \$286,975 to \$648,850 (a 79% increase).

The Finance Committee recommends referring this article back to the School Committee. During the hearing and debate, Finance Committee members asked the School Committee if the proposed policy could be revisited and perhaps modified, so that at least part of the goal of reducing the bus fee could be attained while still remaining within the town's financial constraints.

Funding of \$70,000 (\$45,000 from the School budget and \$25,000 from the Pay as You Throw tipping fee savings) was mentioned during the debate. Motions for four other sums were made. These were \$539,575 from Free Cash, \$286,975 from the Tax Levy, \$175,000 from Free Cash, and \$125,000 from Free Cash. The referral motion was voted first and passed by a vote of 9-5.

A motion was made by Diane Packer, seconded by Jonathan Freedman for a positive motion on Article 14 and to appropriate the sum of \$287,000 from Free Cash.

Motion

Move that the Town vote to appropriate the sum of \$287,000 to be spent under the direction of the Natick School Committee for the operation and maintenance of the school bus transportation system, and to reduce or offset fees charged for students who elect to use the

school bus transportation system for transportation to and from school; and that the sum of \$287,000 be raised from free cash.

A motion was made Frank Foss, seconded by Carol Gloff to amend the main motion in the second line after the words “transportation system” insert the words “for FY 2005”.

VOTED UNANIMOUSLY, to amend the main motion as printed above.

A motion was made by Linda Sussman, seconded by Herbert Kupchik to refer the subject matter of Article 14 to the School Committee.

After a great deal of questions and debate a motion to move the question was made by Sebastian Grupposo, seconded by Richard Sidney.

REFERRAL LOSES.

MAIN MOTION AS AMENDED CARRIES BY MAJORITY.

A motion was made by Julian Munnich, seconded by Richard Sidney to take Articles 27, 28 and 29 out of order.

VOTED BY DECLARED 2/3RD to take up the subject matter of Articles 27, 28 and 29 at this time.

ARTICLE 27 (Planning Board)

To see if the Town of Natick will amend it's Zoning By-Laws in the following respects, or otherwise act thereon:

ITEM 1:

In Section 108 – PURPOSE OF AFFORDABLE HOUSING DEVELOPMENT PROGRAM make the following changes:

In the first sentence:

Delete the word “overlay”, and add the words “and the Housing Overlay Option Plan – I & II (HOOP – I and HOOP - II) districts” following the words “residential districts”

In the second sentence:

Replace the words “the inclusionary overlay zoning” with the words “these overlay zoning districts”;

Add the words “redevelopment of land and buildings in urban centers consistent with smart growth principles and to encourage” after the word “encourage” so that after making these changes this Section 108 shall read as follows:

“Within the purposes expressed in Section 100 and in Massachusetts General Laws Chapter 40A, the particular intent of these By-Laws relating to the elective inclusionary zoning in all residential districts and the Housing Overlay Option Plan – I & II (HOOP-I and HOOP-II) districts is to increase the production of housing units affordable to persons of low and moderate income. Affordable housing may be created by employing the incentives offered under these overlay zoning districts which is intended to encourage utilization of the Town’s remaining developable land in a manner consistent with local housing policies and needs, to encourage redevelopment of land and buildings in urban centers consistent with smart growth principles and to (encourage) mandate new housing developments to contain a proportion of the housing units affordable to persons of low and moderate income by offering bonuses of increased density to encourage the creation of such housing. Accordingly, the goals of this development program are to: increase the supply of housing in the Town that is available to and affordable by low and moderate income households; to encourage a greater diversity of housing accommodations to meet the needs of family households and other Town residents; and to promote a reasonable mix and distribution of housing opportunities in residential neighborhoods throughout the Town.”

ITEM 2:

Add the following to the end of Section II-A. TYPES OF DISTRICTS:

- | | |
|-----------------------------------|-----------|
| “Housing Overlay Option Plan – I | HOOP – I |
| “Housing Overlay Option Plan – II | HOOP - II |

ITEM 3:

In Section “VI-DD SITE PLAN REVIEW.2 Applicability and SPGA Designation” add “Housing Overlay Option Plan – I (HOOP – I)” and “Housing Overlay Option Plan – II (HOOP – II) to the list of Zoning Districts to be administered by the Planning Board.

ITEM 4:

Insert a new section III-A.6.B- to follow III-A.6.A.6- to read as follows:

B- HOUSING OVERLAY OPTION PLAN – (HOOP)

1. PURPOSE

The purpose of this Housing Overlay Option Plan is to create overlay districts in selected areas of the Town in order to enhance the public welfare by increasing the production of dwelling units affordable to persons and households of low and moderate income in a manner consistent with the character of the downtown area. In order to encourage utilization of the Town’s remaining developable land in a manner consistent with local housing policies and needs, new housing developments in the HOOP Districts are required to contain a proportion of dwelling units affordable to persons or households of low and moderate income. This requirement will reduce sprawl by developing land that is underutilized and is located in Natick Center where public transportation is available. Development under the provisions of this bylaw, or under MGL Chapter 40B, Sections 20-23 is encouraged to take place in the HOOP Districts. It is desirable in these overlay districts to provide for: pedestrian areas within and between housing complexes; public parks; open space and additional open space resulting from placing parking under buildings or underground.

2. APPLICABILITY

The provisions of this section may be utilized on any land located within the HOOP – I and HOOP - II districts, subject to the requirements and standards set forth in this Section.

All regulations of the underlying zoning districts shall apply within the HOOP – I and HOOP – II Districts, except to the extent that they are specifically modified or supplemented by regulations set forth in this Section. Where requirements and standards within the HOOP - I and HOOP – II Districts, as set forth in this Section, differ from or conflict with applicable requirements and standards set forth elsewhere in this By-Law, the requirements and standards established for the HOOP – I and HOOP – II Districts shall take precedence.

3. DENSITY

a) The maximum number of dwelling units allowed in the Housing Overlay Option Plan – I (HOOP - I) District shall equal the net land area which shall mean the gross area of the parcel divided by 2,500 square feet, rounded to the nearest whole number. At least fifteen percent (15%) of this total number of dwelling units shall be Affordable Housing Units as defined in Section 200 herein (see also the definition of Subsidized Housing herein).

b) The maximum number of dwelling units allowed in the Housing Overlay Option Plan – II (HOOP - II) District shall equal the net land area which shall mean the gross area of the parcel divided by 3,500 square feet, rounded to the nearest whole number. At least fifteen percent (15%) of this total number of dwelling units shall be Affordable Housing Units as defined in Section 200 herein (see also the definition of Subsidized Housing herein).

c) The number of dwelling units allowed in the HOOP - I and HOOP – II Districts may be limited by the ability to provide adequate off-street parking, in accordance with the requirements of Section V-D of these By-Laws.

4. BONUSES, USES

a) Where the SPGA, in its discretion, finds that, in addition to the project's meeting the requirements under site plan review under § VI-DD of this bylaw, the following criteria are met for parcels in the HOOP – I District, then the maximum number of dwelling units allowed shall equal the gross area of the parcel divided by 1,500 square feet, rounded to the nearest whole number, and where the SPGA, in its discretion, finds that, in addition to the project's meeting the requirements under site plan review under § VI-DD of this bylaw, the following criteria are met for parcels in the HOOP – II District, then the maximum number of dwelling units allowed shall equal the gross area of the parcel divided by 3,000 square feet, rounded to the nearest whole number.

b) The criteria to be met are:

- 1) The Site Plan offers the Town a landmark project with area-wide benefits;
- 2) The Site plan demonstrates an overall planning concept and design of individual structures and parcels that is consistent and harmonious with the existing town center streetscape and character and which strengthens the town center's integral and vital role in the greater community;
- 3) The Site Plan includes a professional landscape plan with substantial planting;

- 4) The Site Plan includes a lighting plan that lights the project in a pedestrian-friendly, aesthetically pleasing manner;
- 5) The Site Plan includes other elements found beneficial by the Design Review Board.

5. INTENSITY REGULATIONS FOR THE HOOP DISTRICTS

	<u>HOOP – I</u>	<u>HOOP - II</u>
Minimum lot area	15,000 square feet	20,000 square feet
Continuous frontage	minimum of 100 feet	minimum of 100 feet
Minimum depth	75 feet	75 feet
Minimum setback, front	10 feet	10 feet
Minimum side-yard setback	5 feet	5 feet
Minimum rear-yard setback	5 feet	5 feet
Maximum building coverage	40%	40%
Maximum building height	40 feet	40 feet
Minimum open space	35%	45%

6. OPEN SPACE

The open space requirement may be met with the provision of publicly accessible parks and walking trails on or off-site and located within the HOOP – I or HOOP – II district. Each square foot of land provided as a public park, not to include wetlands, shall count as 1.5 square feet of required open space.

7. MODIFICATIONS AND WAIVERS

The SPGA may modify and/or waive strict compliance with one or more of the regulations in any of the HOOP districts provided that it makes a specific finding, in writing, that such waiver and/or modification will not create conditions which are substantially more detrimental to the existing site and the neighborhood in which the site is located, than if the waiver and/or modification were not granted, and further that such waiver and/or modification is necessary in order to encourage the creation of Affordable Housing units.

8. AFFORDABILITY

a) Affordability shall be determined in accordance with the definition of Subsidized Housing found in Section 200. The Planning Board shall adopt rules and regulations regarding the sale or rental of all Affordable Housing units. Unless otherwise regulated by a Federal or State agency under a financing or other subsidy program, at least fifty percent (50%) of the Affordable Housing units shall be initially offered to residents and/or employees of the Town of Natick. Residency and employment in Natick shall be established through Town Clerk certification.

b) All Affordable Housing units shall be maintained as such in perpetuity, or for as long as legally permissible, by the use of appropriate restrictions in deeds, lease provisions or other mechanisms as permitted under the Massachusetts General Laws and as approved by the SPGA.

9. DESIGN CRITERIA

The Applicant shall submit plans for all buildings, landscaping, and structures to the Design Review Board, which shall submit a report to the Special Permit Granting Authority for

consideration during its special permit hearing. The Design Review Board report shall include its determination regarding the extent to which the proposed development meets any or all of the criteria set forth in subparagraph 4.b) above, and whether the project shown on the Site Plan is designed, located and constructed to afford the following:

- a. Compatibility of architectural styles, scales, building materials and colors within the development;
- b. Variations in façade, roof lines and interior layouts of dwelling units, including the design of units that are handicapped accessible;
- c. Harmonious relationship of buildings and structures to each other and their environs with adequate light, air, circulation, privacy and separation; and
- d. The capability for constant surveillance, orientation and recognition.

ITEM 5.

In Section V-D.3 Parking Facilities Required by Category of Parking Demand in subsection b) For Multiple-Family Dwellings, insert the following sentence after the second sentence, to read as follows:

“Two (2) spaces for each dwelling unit in any HOOP District.”

RECOMMENDATIONS: By a vote of 6-0-0 on January 28, 2004, the Planning Board recommends FAVORABLE ACTION with regard to the subject matter of Article 27.

RECOMMENDATIONS: By a vote of 11-0-0 on March 16, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 27.

Articles 27, 28 and 29 are sponsored by the Planning Board. The Planning Board proposes to amend the Zoning Bylaw by creating a “Housing Overlay Option Plan” or “HOOP” district. Article 27 sets forth the requirements for the HOOP districts. Article 28 sets forth the geographical location of the HOOP I district. Article 29 sets forth the geographical location of the HOOP II district.

The HOOP district was prompted by two concerns: the increasing market for housing development in areas surrounding downtown Natick that are currently zoned for industrial or commercial use only, and the need for ways to develop affordable housing in Natick in areas near mass transit. The Planning Board seeks to channel that market pressure into appropriate areas near downtown, to require the development of affordable housing, to fight sprawl, and to ensure that any development is consistent with the quality, character and appearance of downtown Natick.

The Planning Board proposes to create a HOOP district adjacent to the downtown district. The HOOP district will not remove any current uses permitted in the areas it covers. It will add a new permitted use of residential housing, under certain requirements. There will be two HOOP districts. The first will run along the north side of South Avenue, east from Washington Street, and the south side of North Avenue, east from Washington Street. The HOOP II district will consist of a square along Dewey Street.

In each HOOP district, housing will be permitted under the following requirements: In the HOOP I district, which is closer to downtown, housing can be constructed on a lot of at least 15,000 square feet. A developer can construct one housing unit for every 2500 square feet of lot. In the HOOP II district, the minimum lot size is 20,000 square feet, and the density is one unit for every 3,500 square feet. At least 15% of the units constructed in either district must be affordable housing. Affordable housing is defined as housing affordable to a family of four with an income of \$62,000, which represents the 80% of the median income of this region. There are setback, height and open space limitations. The open space requirement can be met by ensuring off-site open space available to the public, such as a small park, in the same district. The minimum onsite parking is two spaces for each unit.

For every application under the HOOP, the applicant must obtain a special permit and undergo site plan review. The Zoning Board of Appeals, which currently is the special permit granting authority for the downtown area, will also be the SPGA for the HOOP. In addition, the applicant must go before the Design Review Board. The Design Review Board's review and recommendations are advisory only. However, if the applicant agrees to comply with the Design Review Board's recommendations, the applicant will be permitted to construct more units per lot: one unit per 1,500 square feet in the HOOP I district, and one unit per 3,000 square feet in the HOOP II district.

The intent of these articles is take currently existing development pressures and channel them for the benefit of the town. The more dense HOOP I district is located next to the town center. It covers properties that are currently used only for industrial or commercial uses, such as auto body and repair shops. If this district is developed under the HOOP plan, it will create a residential area that merges with downtown and slowly spreads out to the less dense HOOP II district. That district, in turn, will spread out to the existing residential areas further away from downtown. Residents will be able to walk to the train or to downtown, making the affordable housing in these areas appropriately located within walking distance of mass transit. In addition, the site plan and design review, especially with the incentive for developers to cooperate with the Design Review Board, will ensure that the appearance, design and streetscape of any development under the HOOP will be consistent with town center and the surrounding areas, and create a harmonious and pleasant living environment. A motion was made by Joan Craig, seconded by Herb Kupchik to amend the main motion as follows:

In Item 1: under In the second sentence add a new entry to change the words "encourage new housing developments" to the words "mandate new housing developments".

Amendment carries by majority.

A motion by Harlee Strauss, seconded by Sue Salamoff to move the Question.

VOTED UNANIMOUSLY, to move the question.

Motion:

VOTED BY DECLARED 2/3RD to amend its Zoning By-Laws in Article 27

as amended .

THE FOREGOING AMENDMENT TO THE ZONING BYLAW APPROVED BY THE ATTORNEY GENERAL ON JUNE 9, 2004. POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO NATICK POST OFFICES ON JUNE 16, 2004 ACCORDING TO MGL CHAPTER 40 SECTION 32.

ARTICLE 28
(Planning Board)

To see if the Town of Natick will amend it's Zoning By-Laws in the following respects, or otherwise act thereon:

Insert a new Section II-B.8.a. to follow Section II-B.7.c., to read as follows:

“8.a. There shall be a Housing Overlay Option Plan - I (HOOP-I) District within the following described areas:

Area a):

BEGINNING at a point located at the intersection of the centerlines of Washington Street and South Avenue and proceeding in an easterly direction along the centerline of South Avenue to its intersection with a line which is the extension of the easterly property line of Lot 317; thence turning and running northerly along said extension line and the easterly property line of Lot 317 until it intersects with the northerly property line of Lot 317; thence turning and running in a westerly direction along the northerly property lines of Lots 317, 318, 319, 320, 321A, 321B 322A, 322B, 323 and 324; and thence continuing along a line which is the extension of the northerly property line of Lot 324 until its intersection with the centerline of Washington Street; thence turning and running southerly along the centerline of Washington Street until the POINT OF BEGINNING

Area b):

BEGINNING at a point which is the intersection of the centerline of Washington Street and a line which is an extension of the southerly property line of Lot 395 as shown on Assessors' Map 44; thence continuing easterly along such extension line and the southerly property lines of Lots 395, 396 and 405 to a point which is the intersection of the southerly property line of Lot 405 and a line which is the extension of the easterly property line of Lot 399; thence continuing northerly along such extension line and the easterly property line of Lot 399 to its end; thence continuing northerly along a line which is an extension of the easterly property line of Lot 399 until its intersection with the centerline of North Avenue; thence turning and running westerly along the centerline of North Avenue until its intersection with the centerline of Florence Street; thence turning and running northerly along the centerline of Florence Street until its intersection with a line which is the extension of the northern property line of Lot 406; thence turning and running westerly along said extension line and the northerly property line of Lot 406 to its intersection with the western property line of Lot 406; thence turning and running southerly along the western property line of Lot 406 until its intersection with the northern property line of Lot 407; thence turning and running

westerly along the northern property line of Lot 407 to its intersection with the northern property line of Lot 408; thence turning and running southerly along the western property line of Lot 407 and an extension line there from to its intersection with the centerline of North Avenue; thence turning and running westerly along the centerline of North Avenue until its intersection with the centerline of Washington Street; thence turning and running southerly along the centerline of Washington Street to the POINT OF BEGINNING.

RECOMMENDATIONS: By a vote of 6-0-0 on January 28, 2004, the Planning Board recommends FAVORABLE ACTION with regard to the subject matter of Article 28.

RECOMMENDATIONS: By a vote of 11-0-0 on March 16, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 28.

Articles 27, 28 and 29 are sponsored by the Planning Board and companion articles. The Planning Board proposes to amend the Zoning Bylaw by creating a “Housing Overlay Option Plan” or “HOOP” district. Article 28 sets forth the geographical location of the HOOP I district. If Town Meeting affirmatively voted to enact the by-law under Article 27 above, it will be important to vote the subject matter of Article 28 to approve the defined area designated as the HOOP 1 district.

The Finance Committee seeks Town Meeting’s support for the subject matter of Article 28.

A motion was made by Richard Sidney, seconded by Bill Gath to move the question.

VOTED UNANIMOUSLY to move the question.

Motion:

VOTED BY DECLARED 2/3RD to amend its Zoning By-Laws as stated in Article 28.

THE FOREGOING AMENDMENT TO THE ZONING BYLAW APPROVED BY THE ATTORNEY GENERAL ON JUNE 9, 2004. POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO NATICK POST OFFICES ON JUNE 16, 2004 ACCORDING TO MGL CHAPTER 40 SECTION 32.

ARTICLE 29
(Planning Board)

To see if the Town of Natick will amend it’s Zoning By-Laws in the following respects, or otherwise act thereon:

Insert a new Section II-B.8.b to follow Section II-B.8.a., to read as follows:

“8.b. There shall be a Housing Overlay Option Plan - II (HOOP-II) District within the following described areas:

Area a): BEGINNING at a point located at the intersection of the centerlines of South Avenue and the centerline of Dewey Street; thence turning and running southeasterly along the centerline of Dewey Street to a line which is the extension of the southerly property line of Lot 312 as shown on the Assessor's Map 44; thence proceeding along the southerly, easterly and northerly property lines of said Lot 312; and thence continuing along a line extending from the northerly property line of said Lot 312 until it intersects with the centerline of Dewey Street; and thence turning and continuing along the centerline of Dewey Street until the POINT OF BEGINNING.

RECOMMENDATIONS: By a vote of 6-0-0 on January 28, 2004, the Planning Board recommends FAVORABLE ACTION with regard to the subject matter of Article 29.

RECOMMENDATIONS: By a vote of 11-0-0 on March 16, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 29.

Articles 27, 28 and 29 are sponsored by the Planning Board and companion articles. The Planning Board proposes to amend the Zoning Bylaw by creating a "Housing Overlay Option Plan" or "HOOP" district. Article 29 sets forth the geographical location of the HOOP II district. If Town Meeting affirmatively voted to enact the by-law under Article 27 above, it will be important to vote the subject matter of Article 29 to approve the defined area designated as the HOOP II district.

The Finance Committee seeks Town Meeting's support for the subject matter of Article 29.

A motion was made by Richard Sidney, seconded by Robert Allen to move the question.

VOTED UNANIMOUSLY to move the question.

Motion:

VOTED BY DECLARED 2/3RD to amend its Zoning By-Laws as stated in Article 29.

THE FOREGOING AMENDMENT TO THE ZONING BYLAW APPROVED BY THE ATTORNEY GENERAL ON JUNE 9, 2004. POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO NATICK POST OFFICES ON JUNE 16, 2004 ACCORDING TO MGL CHAPTER 40 SECTION 32.

A motion was made by Frank Foss, seconded by Carol Gloff to adjourn until Tuesday, April 20, 2004.

11:00 PM ADJOURNED.

A record of the Third Session of the Annual Spring Town Meeting of 2004.

s/Jane M. Hladick
Town Clerk

SPRING ANNUAL TOWN MEETING
FOURTH SESSION
APRIL 20, 2004

7:30 P.M. Meeting called to order by the Moderator who declared there was a quorum present.

ARTICLE 3
(Morse Institute Library)

To see what sums of money the Town will vote to raise and appropriate, or otherwise provide, for the maintenance and operation of the Morse Institute Library, for the Fiscal Year July 1, 2004 to June 30, 2005.

RECOMMENDATIONS: By a vote of 12-0-0 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 3 and that the sum of \$1,376,686 be appropriated from the Tax Levy.

The purpose of this Article is to fund the operating budget for the Morse Institute Library for the Fiscal Year 2005 (July 1, 2004 through June 30, 2005). The detailed budget line itemization can be found in Section B of this Finance Committee Recommendations Report (Report).

The Finance Committee heard testimony from the Morse Institute Library Director, the Morse Institute Trustees, the Town Administrator and the public. Issue was raised regarding an immediate need to increase the amount of funds available for the library personnel services portion of the budget, due to the library's need to provide additional salaries and wages for staff who substitute for other staff who are either absent or unable to work at their assigned times. The Finance Committee and the Town Administrator reviewed the matter thoroughly and agreed to fund a new salary and wage line-item – Salaries Substitutes. Specifically, the amount being recommended for this new line-item is \$20,540. This funding will assist in supporting some of the substitute staffing needs, particularly those needs when absences occur for reasons outside the control of the library.

It should be noted that the Morse Institute Library Director and Trustees proposed that additional funding be made available for staffing and other unmet needs of the library. However, in light of the fiscal constraints at this time, the Finance Committee thanks the library officials for their understanding of such limitations and willingness to work within the current fiscal constraints. Morse Institute Library administrators and/or members of the Morse Institute Library Board of Trustees should be available to provide additional information and answer questions.

The Finance Committee seeks Town Meeting's support for this appropriation.

Motion:

VOTED BY MAJORITY, to appropriate the sum of \$1,376,686 to be expended under the direction of the Morse Institute Library Board of Trustees for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2004 through June 30, 2005.

And that the sum of \$1,376,686 be raised from the Tax Levy of Fiscal Year 2005

ARTICLE 4
(Bacon Free Library)

To see what sum of money the Town will vote to raise, borrow or transfer and appropriate for the maintenance of the Bacon Free Library, or otherwise act thereon.

RECOMMENDATIONS: By a vote of 12-0-0 on February 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 4 and that the sum of \$88,819 be appropriated from the TAX LEVY.

The purpose of this Article is to fund the operating budget for the Bacon Free Library for the Fiscal Year 2005 (July 1, 2004 through June 30, 2005). The detailed budget line itemization can be found in Section B of this Report. The recommended funding for this budget represents an overall small decrease for the Bacon Free Library when compared with Fiscal Year 2004. However, the personnel services line-item is recommended to increase, accommodating additional funding for salaries and wages, while supplies funding has been decreased to offset such increase.

The Finance Committee seeks Town Meeting's support for the subject matter of Article 4.

Motion:

VOTED BY MAJORITY, to appropriate the sum of \$88,819 to be expended under the direction of the Bacon Free Library Committee for the operation of the Bacon Free Library for the Fiscal Year July 1, 2004 through June 30, 2005.

And that the sum of \$88,819 be raised from the Tax Levy of Fiscal Year 2005.

ARTICLE 5
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) Local 1707 Firefighters
- b) Natick Deputy Chiefs Association
- c) Natick Patrol Officers Association
- d) International Brotherhood of Police Officers, Local 622

RECOMMENDATIONS: By a the vote of 14-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 5 and that the sum of \$9,827.00 be appropriated from the FREE CASH.

The purpose of this Article is to fund the collective bargaining agreements for Fiscal Year 2004 (July 1, 2003 through June 30, 2004). Due to the agreement with the Local 1707

Firefighters, the recommended amount is required to meet the Town's contractual agreement. Specifically, the amount of \$9,827.00 will fund a stipend which was agreed to by the parties to be provided for firefighters who qualify for water rescue stipends.

The other collective bargaining units have not yet reached agreement with the Town at the time of this report. The Finance Committee may hear from the town administration that additional bargaining groups and the Board of Selectmen have entered into and ratified agreements, at its meeting on April 13, 2004. The Finance Committee and/or the Town Administrator will report to Town Meeting any such agreements and additional recommendations at the time of Town Meeting.

The Finance Committee seeks Town Meeting's support for the subject matter of Article 5.

Motion:

VOTED UNANIMOUSLY, to appropriate the sum, of \$9,827 to implement the Fiscal Year 2004 terms of agreement reached between the Town of Natick and Local 1707 Firefighters.

And that the sum of \$9,827 be raised from Free Cash

ARTICLE 6
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) SEIU Local 888 AFL-CIO (Dispatchers)
- b) Natick Patrol Officers Association
- c) International Brotherhood of Police Officers, Local 622
- d) Local 1116 Laborers' International Union
- e) Local 1116 Laborers' International Union, Clerical Workers
- f) Local 1116 Laborers' International Union, Recreation & Human Services Employees
- g) Local 1116 Library
- h) Local 1707 Firefighters
- i) Natick Deputy Chiefs Association
- j) Natick Supervisors and Administrators Association

RECOMMENDATIONS: By a the vote of 14-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 6 and that the sum of \$260,164 be appropriated from the Tax Levy of Fiscal Year 2005.

The purpose of this Article is to fund the collective bargaining agreements for Fiscal Year 2005 (July 1, 2004 through June 30, 2005). Due to agreements between the Town of Natick and the Local 1116 Laborers' International Union, Local 1116 Laborers' International Union, Clerical Workers, Local 1116 Library and Local 1707 Firefighters bargaining units the recommended amount is required to meet such contractual agreements.

The Finance Committee may hear from the town administration that additional bargaining groups and the Board of Selectmen have entered into and ratified agreements, at its meeting on April 13, 2004. The Finance Committee and/or the Town Administrator will report to Town Meeting any such agreements and additional recommendations at the time of Town Meeting.

The town administration should be available to provide details for the above agreements. The Finance Committee seeks Town Meeting’s support for the subject matter of Article 6.

Motion A:

VOTED BY MAJORITY, to appropriate the sum, of \$67,915 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1116 Laborers’ International Union.

Personal Service:	\$64,466
Expenses:	\$ 3,449

And that the sum of \$67,915 be raised from the following sources:

Tax Levy of Fiscal Year 2005:	\$46,142
Water and Sewer Enterprise Fund	\$21,773

Motion B:

VOTED BY MAJORITY, to appropriate the sum, of \$33,552 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1116 Laborers’ International Union Clerical Workers.

Personal Service	\$33,552
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And that the sum of \$32,051 be raised from the following sources:

Tax Levy of Fiscal Year 2005:	\$31,279
Water and Sewer Enterprise Fund:	\$ 2,273

Motion C:

VOTED BY MAJORITY, to appropriate the sum, of \$35,002 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1116 Library.

Personal Service:	\$27,502
Expenses:	\$ 7,500

And that the sum of \$35,002 be raised from the Tax Levy of Fiscal Year 2005

Motion D:

VOTED BY MAJORITY, to appropriate the sum, of \$137,196 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1707 Firefighters.

Personal Service: \$ 129,196
Expenses: \$ 8,000

And that the sum of \$137,196 be raised from the Tax Levy of Fiscal Year 2005.

Motion E:
VOTED BY MAJORITY, to appropriate the sum of \$22,007 to implement the Fiscal Year 2005 terms of the agreement reached between the Town of Natick and (Public Works) supervisors' and Administrators' Association.

Personal Service: \$22,007

And that the sum of \$22,007 be raised from the following sources:

Tax Levy of Fiscal Year 2005: \$15,495
Water and Sewer Enterprise Fund: \$ 6,512

Motion F:
VOTED BY MAJORITY, to appropriate the sum of \$16,922 to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Deputy Fire Chiefs Association.

Personal Service: \$16,922

And that the sum of \$16,922 be raised from the Tax Levy of Fiscal Year 2005.

ARTICLE 7
(Town Administrator)

To see if the Town, pursuant to the authority contained in Section 108A of Chapter 41 of the General Laws, will vote to amend the by-laws by adding to Article 24, Section 3, a new paragraph deleting certain position titles, adding new position titles and effecting changes in the salary ranges as presently established and will provide the money necessary therefore, or take any action relative thereto.

RECOMMENDATIONS: By a the vote of 14-0-1 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 7 and that the sum of \$93,000.00 be appropriated from TAX LEVY.

The purpose of this article is to provide for an amendment to the Natick By-laws pertaining to non-collective bargaining group municipal employees – non-union employees. Taking into account the collective bargaining agreements ratified and funded in Articles 5 and 6, this article seeks Town Meeting approval to provide similar levels of wage and salary increases to general non-union employees. The percentile increase being sought is commensurate with those provided to municipal employees in Articles 5 and 6.

The town administration should be available to provide details for the above wage and salary increases. The Finance Committee seeks Town Meeting’s support for the subject matter of Article 7.

This article created a great deal of uncertainty because the Town Administrator had not, to this point, appointed a new Personnel Board. Because the wage tables all say Personnel Board Pay Plan there were many questions of legality in regard to the subject matter of this article.

Town Counsel, John Flynn of Murphy, Hesse, Toomey and Lehane, told town meeting that the Town Administrator could, in the absence of a personnel board, make whatever changes were necessary to assure the pay plan was fair and equitable but that town meeting has the final vote on any changes to the pay plan.

A motion was made by Henry Haugland, seconded by Herb Kupchik to strike the words “Personnel Board” from the wage tables.

A motion was made by Frank Foss, seconded by Paul Griesmer to amend the amendment by calling the tables “Classification and Pay Plan”.

A motion was made by Jeff Phillips, seconded by Josh Ostroff to refer the subject matter of Article 7 to the Board of Selectmen and said Board to review with professional services required for a personnel system in the Town of Natick and report back to town meeting in the fall.

A motion was made by Paul Griesmer, seconded by Barbara Chinetti to move the question.

VOTED UNANIMOUSLY, to move the question.

REFERRAL LOSES.

HAUGLAND AMENDMENT CARRIES.

FOSS AMENDMENT TO THE AMENDMENT CARRIES

Motion A:
VOTED BY MAJORITY, to amend the by-laws by changing in its entirety the table entitled Classification and Pay Plan and to delete any reference to Personnel Board Pay Plan, that is incorporated by reference into Paragraph 3.10 Section 3, Article 24. The new Classification and pay plan is as follows:

**Town of Natick
Classification and Pay Plan
Fiscal Year 2005**

	Grade	Start	1	2	3	4	Perf. Range
Town Administrator	M-5	\$89,511.20	\$92,643.60	\$95,884.65	\$99,241.53	\$102,715.25	\$118,377.25
Dir. of Finance	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Treasurer/Collector	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Deputy Town Adm.	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Dir. Public Works	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Fire Chief	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Police Chief	M-4	\$73,816.40	\$76,400.43	\$79,072.60	\$81,841.13	\$84,888.45	\$97,831.13
Dir. Morse Library	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Supt. Parks & Rec.	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Dir. Com. Devl.	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Dir. Public Health	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Comptroller	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Dir. Info. Tech.	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Envr. Comp. Officer	M-3	\$63,635.08	\$65,862.40	\$68,167.63	\$70,552.80	\$73,178.85	\$84,260.13
Dir. of Assessing	M-2	\$54,856.98	\$56,776.80	\$58,764.28	\$60,821.45	\$63,086.70	\$72,705.30
Building Comm.	M-2	\$54,856.98	\$56,776.80	\$58,764.28	\$60,821.45	\$63,086.70	\$72,705.30
Asst. Treas./Coll.	M-2	\$54,856.98	\$56,776.80	\$58,764.28	\$60,821.45	\$63,086.70	\$72,705.30
Dir. Human Services	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Dir. Council on Aging	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Dir. Bacon Free Lib.	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Asst. Lib. Dir. MIL	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Veterans Agent	M-1	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Assistant Assessor	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Assistant Comptroller	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
IS Network Adm.	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
IS Data Base Adm.	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
GIS Technician	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Planner/Con. Agent	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Envr. Health Agent	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Local Bdlg. Inspector	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Procurement Officer	P-5	\$47,291.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
Golf Course Prof.	P-5	\$47,294.45	\$48,945.80	\$50,659.60	\$52,430.80	\$54,383.43	\$62,676.70
San./Tobacco Control	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Public Health Nurse	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Com. Relation/Grant	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
IS Facilitator	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Sr. Executive Asst.	P-4	\$40,954.90	\$42,386.83	\$43,871.03	\$45,406.48	\$47,011.63	\$53,067.33
Executive Assistant	P-3	\$36,340.35	\$37,612.38	\$38,928.48	\$40,291.73	\$41,820.00	\$47,299.65
IS Data Entry	P-3	\$36,340.35	\$37,612.38	\$38,918.48	\$40,291.73	\$41,820.00	\$47,299.65
Records Coordinator	P-2	\$31,956.43	\$33,074.70	\$34,231.93	\$35,429.13	\$36,744.20	\$41,530.95
Plumbing Inspector	P-2	\$31,956.43	\$33,074.70	\$34,231.93	\$35,429.13	\$36,744.20	\$41,530.95
Wiring Inspector	P-2	\$31,956.43	\$33,074.70	\$34,231.93	\$35,429.13	\$36,744.20	\$41,530.95
Sealer Weights/Meas.	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
Animal Control	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
Neigh. Bus Coord.	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
Farm Assistant	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
COA Program Dir.	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55
Parking Enf. Officer	P-1	\$29,418.53	\$30,448.65	\$31,511.58	\$32,616.53	\$33,745.05	\$38,070.55

Town of Natick
Classification and Pay Plan
Part Time/Seasonal Workers
Fiscal Year 2005

Election Personnel:

E2 Precinct Warden
E2 Deputy Warden
E2 Deputy Clerk
E1 Inspector
E1 Precinct Clerk

Library Personnel:

L1 Library Page (Morse Library)
L2 Library Clerk (Bacon Free)
L3 Library Assist (Bacon Free)
L4 Library Custodian (Bacon Free)

Health Personnel:

H5 Nurse
H3 Student Sanitarian
A2 Secretary to Board
A2 Inspector of Animals
H1 Labor

Police Department Personnel:

M1 School Crossing Guards
H6 Police Matron
H4 Deputy Animal Control Officer
H11 Police Transcriber

Special Personnel Classifications:

A1 Registrar of Voters
A5 Parking Clerk
H1 Town Meeting Page
H1 Custodian
H3 Clerical Assistant
H2 Laborer
H2 Census Taker
H5 Administrative Support (Grants)
H7 Bus Coordinator
H8 Bus Drivers
H9 Bus Dispatcher

Public Works Personnel:

H2 Laborer
H12 Gardening Assistant

Fire Department Personnel:

A2 Civil Defense Fire Coordinator

Council On Aging:

H4 Clerk
H4 Instructor
H10 Social Worker

Council on Aging Session:

S9 Yoga Instructor

Parks & Recreation:

R12 Nurse
R5 Mgr./Supervisor Major Programs
R4 Asst. Director/ Head Lifeguard
Swim Coach/Water Safety Instr.
Dir. Medium Sized Programs
R3 Lifeguards/Prog. Ins./Specialists
Con. Mgr./Asst. Swim Coach
R2 Leader/Instr./Part-time Laborer
R1 Atten./Asst/ Ldrs./Jr. Counselor
Assistant Instructors

Session (S1 through S12)

S2 Timer/Scorer
S4 Farm Instructor
S9 Adult Contractor
S12 Certified Sports Official

Town of Natick
Part-Time/Seasonal Workers
Wage Schedule

Step	Start	1	2	3	4	5	6
<u>Hourly Wage Scale:</u>							
H1	\$6.71	\$7.03	\$7.37	\$7.72	\$8.05	\$8.37	\$8.63
H2	\$7.37	\$7.72	\$8.05	\$8.37	\$8.70	\$9.05	\$9.32
H3	\$8.05	\$8.70	\$9.38	\$10.07	\$10.71	\$11.39	\$11.73
H4	\$8.70	\$9.38	\$10.07	\$10.71	\$11.39	\$12.05	\$12.41
H5	\$10.07	\$10.71	\$11.39	\$12.05	\$12.72	\$13.40	\$13.80
H6	\$14.73	\$15.17	\$15.62	\$16.09			
H7	\$14.06	\$14.48	\$14.91	\$15.36	\$15.83	\$16.30	\$16.79
H8	\$10.07	\$10.71	\$11.39	\$12.05	\$12.72	\$13.40	\$13.80
H9	\$10.07	\$10.71	\$11.39	\$12.05	\$12.72	\$13.40	\$13.80
H10 (HA)	\$16.55	\$17.05	\$17.56	\$18.08	\$18.59	\$19.18	
H11 (HB)	\$15.53	\$15.99	\$16.47	\$16.96	\$17.48		
H12 (HC)	\$12.67	\$14.17	\$15.67	\$17.16	\$17.67		

Library Personnel:

L1	\$7.03	\$7.25	\$7.46	\$7.69	\$7.92	\$8.16	\$8.41
L2	\$9.67	\$9.95	\$10.24	\$10.56	\$10.89	\$11.20	\$11.54
L3	\$12.53	\$12.90	\$13.29	\$13.69	\$14.10	\$14.52	\$14.97
L4	\$2,217.08						

Annual Wage Schedule:

Step	1	2		1	2
A1	\$502.25	\$533.00	A5	\$3,381.48	\$3,482.95
A2	\$847.68	\$873.30	A6	\$5,333.08	\$5,492.98
A3	\$1,673.83	\$1,724.05	A7	\$1,194.13	\$1,230.00
A4	\$2,412.85	\$2,484.60	A8	\$836.40	\$861

School Crossing Guards:

Election Workers:

Step	1	2		1	2
M1 Monthly School Year	\$622.18	\$639.60	E1 Warden	\$119.93	\$124.03
M2 Daily School Year	\$34.55	\$35.53	E2 Poll Worker	\$101.48	\$104.55
Session Worker					
S9 Adult Contractor	\$24.13	\$26.30			

Town of Natick
Classification and Pay Plan Part/Time Seasonal
Workers Wage Schedule
Fiscal Year 2005

Recreation Revolving

Step	Start	1	2	3	4	5	6
<u>Session Wage Schedule:</u>							
S2	\$9.38	\$9.67					
S4	\$12.05	\$12.42					
S9	\$24.13	\$26.30					
S12	\$32.15	\$33.12					

Hourly Wage Scale:

R1	\$7.34	\$7.67	\$8.00	\$8.32	\$8.65	\$8.98	\$9.27
R2	\$8.00	\$8.32	\$8.65	\$8.98	\$9.30	\$9.62	\$9.94
R3	\$9.25	\$9.79	\$10.33	\$10.88	\$11.42	\$11.96	\$12.52
R4	\$10.88	\$11.42	\$11.96	\$12.52	\$13.05	\$13.60	\$14.13
R5	\$13.05	\$13.60	\$14.13	\$14.69	\$15.22	\$15.77	\$16.31
R12	\$17.39	\$18.21					

Motion B:

VOTED BY MAJORITY, to appropriate the sum of \$93,000 to be expended under the direction of the Town Administrator and the various Departments to implement the Fiscal Year 2005 Classification and Pay Plan.

Personal Service:	\$93,000
Expenses:	\$ 0

And that the sum of \$93,000 be raised from the following sources:

Tax Levy of Fiscal Year 2005	\$92,817
Golf Course enterprise Fund:	\$ 183

ARTICLE 8
(Town Administrator)

To see if the Town will vote to fix the salary and compensation of all elective officers of the Town of Natick for the fiscal year which begins on July 1, 2004 as provided by Section 108 of Chapter 41 of the General Laws, as amended.

RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 8 and that the salaries are set for the following Natick elective officials:

Natick Town Clerk	\$68,625.00
Natick Town Clerk (FY05 increase)	\$ 1,675.00

The purpose of this article is to set the salaries of all elective officers of the Town. Natick has one such elective officer – Town Clerk. The Finance Committee recommends that Town Meeting approve the amount of \$68,625.00 for such FY05 salary and the amount of \$1,675.00 representing an increase in wages over Fiscal Year 2004 commensurate with that provided to other general government employees.

The Finance Committee seeks Town Meeting’s support for the subject matter of Article 8.

Motion A:

VOTED BY MAJORITY, to fix the salary and compensation of the following elective officer of the Town for the Fiscal Year beginning July 1, 2004 as provided by Section 108 of Chapter 41 of the Massachusetts General Laws.

Town Clerk	\$68,625
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Motion B:

VOTED BY MAJORITY, to appropriate the sum of \$1,675 to be expended under the direction of the Town Clerk for the implementation of the salary increase beginning July 1, 2004.

And that the sum of \$1,675 be raised from the Tax Levy of Fiscal Year 2005.

ARTICLE 9
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for capital equipment for the various departments of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 9 and that the sum of \$1,424,500.00 be appropriated from the sources indicated below.

The purpose of this article is to fund capital equipment purchases of the Town. Specifically, the Finance Committee is recommending that Town Meeting approve the appropriation request of \$1,424,500.00 for those items listed in the accompanying spreadsheet.

The Finance Committee heard testimony and received information from various town departments, town administration and Natick Public Schools regarding capital requests for consideration by the 2004 Annual Town Meeting. The Finance Committee’s process included four public hearings by its Capital Subcommittee and one hearing by the full Finance Committee. The Finance Committee unanimously recommended the proposed capital expenditures discussed below. The accompanying schedule indicates the specific requests and the source of funding as Direct Expense, five year borrowing, water and sewer surplus, and

other sources. All of the items are included in the five year capital expenditure plan recently prepared by the Town Administrator.

Vehicles:

There are several requests to replace vehicles in the Public Works, Police, Fire and School Departments. With the exception of one vehicle, which will allow for improved maintenance of town fields, and two vehicles to be refurbished, all requests are for the replacement of vehicles, which are at or beyond their useful life. With the exception of the S1 packer truck, the Capital Subcommittee inspected all vehicle replacements. A chart detailing mileage and age by vehicle is also provided below. With the exception of the Fire Department’s request to replace Engine 3 (pumper truck) the estimates for all vehicles come from the state’s bid list. Fire Engines require specific use specifications that differ from town to town and are not included on the state bid list. Use of the state bid list allows the Town to leverage the purchasing power of the state and avoids the necessity of developing a separate specification for each vehicle. The Town Administrator or the various department heads should be available to answer questions or provide additional information to Town Meeting.

The Department of Public Works (DPW) Highway Department needs to replace 3 Mack dump trucks and refurbish 2 other Mack Dump trucks Also included in their request is a de-icing system, which will be installed on certain trucks for sanding operations. These systems lower the operational temperature at which materials are applied to road surfaces in the winter and allow for more efficient and effective operations. The DPW Maintenance Department needs to replace a Ford Bronco vehicle and seeks to add an antifreeze recycling machine. This machine would allow for antifreeze to be recycled and meets the criteria of an acceptable project as part of the Town’s settlement with the EPA. The DPW Water and Sewer Department needs to replace two service trucks and one Explorer vehicle. The DPW LFNR department needs to replace one tractor and wants to add a smaller tractor with a trailer to attend to field maintenance. DPW Building Maintenance needs to replace a vehicle that is no longer in service. DPW Sanitation department needs to replace a small packer and purchase six new dumpsters.

The Public Safety Departments’ capital requests include five new police cruisers and the acquisition of two mobile video recorders to be installed in two of the cruisers. The Fire Department is requesting replacement of one administrative vehicle for the Fire Chief and also Engine 3 (based at the East Natick Fire Station). The capital request also includes funds to be set aside for the replacement of an ambulance consistent with the town’s plan to continue to provide a second ambulance and paramedic services.

The School Department is seeking replacement of a vehicle used in the maintenance of School Buildings.

The Finance Committee seeks Town Meeting’s support for the subject matter of Article 9.

Motion:

VOTED UNANIMOUSLY, to appropriate the sum of \$1,424,500 in the following amounts for the purchase of the following capital equipment for the various departments of the Town:

<u>Department</u>	<u>Equipment</u>	<u>Amount</u>
School Department	Pickup Truck	\$ 35,000
<u>Public Works:</u>		
Highway Division	(3) Mack Dump Trucks	\$ 402,000
	(2) Mack Dump Trucks Refurbish	50,000
	Winter Deicing Systems	6,000
Equipment Maintenance	M1 Ford Bronco Replacement	28,000
	Antifreeze Recycling Machine	2,800
Water & Sewer Division	A2 Ford Explorer Replacement	28,000
	(2) Service Truck Replacements	80,000
Land Facilities/Natural	Tractor Replacement (John Deere)	45,000
Natural Resources	Field Tractor & Trailer	18,000
Building Maintenance	Maintenance Van Replacement	27,000
Sanitation Division	S-1 Small Packer	110,500
	Dumpster Replacements (6)	7,200
Police Department	Police Cruiser Replacement (5)	150,000
	Mobile Video Recorders (2)	7,000
Fire Department	Administration Vehicle Replacement	28,000
	Fire Pumper Replace Engine 3	350,000
	Replace Ambulance	50,000

That to meet this appropriation \$456,500 shall be transferred from Free Cash along with \$108,000 from Water and Sewer Retained Earnings and the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$860,000 under Massachusetts General Laws Chapter 44 Section 7 or any other enabling authority; and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any other action necessary to carry out this project.

ARTICLE 10 (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 10 and that the sum of \$857,000.00 to be appropriated from FREE CASH.

The purpose of this article is to fund capital improvements of the Town. Specifically, the Finance recommends several requests for capital repairs and replacements of certain Town Buildings as discussed below.

The Recreation Department requested replacement of window air conditioners, which cool office space on the western side of Cole Recreation Center. This area is occupied by a tenant and is extremely hot on summer days and afternoons. The current system does not work and

temperatures are reported to reach in excess of 90 degrees in this area of the building. The request is for the installation of roof top units and related duct work to cool the space. The Finance Committee heard testimony that the estimate for the work includes all installation, fitting, roof penetration, duct work, etc. No further expenditures are anticipated for this project. The Recreation Department also wishes to provide site work for the installation of playground equipment at Loker Park. According to testimony received, a neighborhood group has raised substantial funds and received donations for landscape architecture and equipment. The Town will own the equipment and assume responsibility for its maintenance once it is installed. The Recreation Department is also seeking funds for the demolition of the old caretaker's building at Camp Mary Bunker. This building has been condemned and needs to be demolished.

The School Department has requested funds for several projects. All of the requests have been presented by the School Department in previous years but have not proceeded due to lack of funding. The Capital Subcommittee of the Finance Committee observed the condition of the systems at Kennedy Middle School and received testimony concerning the other systems from the head of the school maintenance department and the assistant superintendent. There are requests for replacement of the Clock/Bell and Intercom systems at Kennedy Middle School, Memorial Elementary School and Johnson Elementary School. The current systems are original equipment and are experiencing operational problems in coordinating times for classroom and period changes and dismissals. The current systems also do not have functioning intercoms. The requested project would address these deficiencies and permit telephones to be installed in each classroom for teachers to return calls to parents or call the central administration office in the event of a problem. The telephone feature would be coordinated with the intercom system. Based on the information provided, the requested project will address a combination of operational needs, privacy, and school safety.

The School Department has also requested funds for upgrades to the original equipment, a 1949 fire alarm system at Johnson Elementary School, which currently lacks strobes, enunciators and smoke and heat detectors. The School Department is also requesting funds to upgrade and improve the fire alarm system at Kennedy Middle School, which has similar needs. Kennedy has a limited number of smoke and heat detectors as well as a limited number of strobes and enunciators. Funds are also requested for study and design of a sprinkler system at Kennedy. Installation of a sprinkler system would require additional funding in future years. The Kennedy Middle School and its occupants are currently not protected by a sprinkler system. The Finance Committee received a letter from the Fire Chief in support of these requests.

A request is also made for replacement of the temperature control system at Kennedy Middle School. The existing and original pneumatic controls system is only partially functional and requires replacement and upgrade to a DDC (Direct Digital Control) system. The system at Kennedy is primary steam and secondary hot water with a closed loop from the original system in the penthouse to distribution within the building. Labor is a problem for the existing system which is inefficient in controlling the building's temperature.

The School Department expects fuel efficiencies and improved temperature control as a result of the project. The School Department is also requesting funds for repair and resealing of the exterior brick façade at Kennedy. An additional funding request at a subsequent Town Meeting

is anticipated to complete the project which is being accomplished in phases. A request is also made for the replacement of a non-working emergency generator and replacement of emergency lighting systems at Kennedy. Funding is also requested to repair and patch the roof over the cafeteria area of the High School. This roof reportedly leaks.

The DPW Building Maintenance Department is seeking funds for three projects as discussed below. One project is to replace three main heat exchangers at Town Hall. The current heat exchangers are beyond warranty and were installed too low on the rooftop. They have been subject to corrosion and need to be replaced. The new exchangers will be installed at a higher point so they are not subject to the same type of corrosion from sitting in moisture and will be superior equipment, covered by a five year warranty on labor and a ten year warranty on parts. These exchangers serve the large public areas in Town Hall. Smaller heat exchangers (which serve the Selectmen’s meeting area, the School Committee’s meeting area and the training room) have already been replaced from operating budget funds. The estimate includes all wiring, installation, crane rental and time and equipment purchase.

The DPW Building Maintenance Department has requested funds for the installation of a DDC system to control the temperature at the Elliott Montessori building in South Natick which is owned by the Town and subject to a lease. The current temperature control system runs hot or cold with the tenant sometimes opening windows in winter to make conditions comfortable. Oil consumption at the building has reportedly reached 300 gallons per week in cold periods. The lease is a gross lease which means that the Town is responsible for all utilities and operating repairs. The terms of the lease also limit the Town’s annual exposure for capital repairs to \$10,000. An additional, approximately \$7,000 of the total project cost will be paid by the tenant pursuant to this provision. The project will have a partial payback for the Town in terms of reduced operating expenses and is requested by the department to remedy a problem at the building and take care of a longer term need. The system is anticipated to have a 20 – 25 year useful life. The lease expires in approximately seven years.

The DPW Building Maintenance department requires funds to replace the boiler in the newer section of the former East School. This building is leased to a tenant. (The older portion, circa 1920, was torn down pursuant to a previous Town Meeting and the boiler in this section was removed as part of that demolition.) The boiler in the newer section (circa 1960) requires replacement. The lease is a net lease which requires the Town to provide heat and utilities but for the tenant to pay the operational cost of these utilities. The lease has no provision for capital repairs. The department anticipates a 10% to 15% reduction in the cost of the tenant’s annual utility bill as a result of the installation of a new and more efficient boiler. The current lease has approximately 8 years remaining.

The Finance Committee seeks Town Meeting’s support for the subject matter of Article 10.

Motion:

VOTED BY DECLARED 2/3RD, to appropriate the sum of \$857,000 in the following amounts for the following infrastructure projects, as part of the Town’s Capital Improvement Program:

<u>Department</u>	<u>Project</u>	<u>Amount</u>
Natick Public Schools:		

Kennedy Middle School	Repair & Seal Ext Brick & Concrete	\$ 30,000
	Fire Alarm System	200,000
	Replace Temperature Control System	60,000
	Fire Sprinkler System	75,000
	Replace Clock/Bell/Intercom System	75,000
	Replace Emergency Lights and Generator	85,000
Johnson School	Replace Clock/Bell/Intercom System	25,000
	Fire Alarm System	70,000
Memorial School	Replace Clock/Bell/Intercom System	45,000
Natick High School	Roofing Repair/Replacement	25,000
East School	Asbestos Removal & Boiler Replacement	85,000
Town Hall	Heat Exchangers	18,000
Eliot Montessori	Replace HVAC Controls	17,000
Cole Recreation Center	HVAC Install Roof Air Systems	22,000
Parks & Recreation	Loker Park – Install. of Playground Equip.	10,000
	Raze Caretaker Building	15,000

That to meet this appropriation \$130,000 shall be transferred from Free Cash along with \$7,000 from the Eliot Montessori Revolving Fund and the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$720,000 under Massachusetts General Laws Chapter 44 or any other enabling authority; and that the Town Administrator with the approval of the Board of Selectmen is authorized to take any other action necessary to carry out this project.

ARTICLE 11 (Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for the lease and/or repair of equipment for various departments of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 11.

The purpose of this article is to fund any equipment lease and/or repairs. As of the time of this writing, there are no such request(s) and thus no action is recommended by the Finance Committee.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 11.

ARTICLE 12 (Board of Selectmen)

To see if the Town will vote to appropriate the unused balance of sums appropriated for the purpose of closing out and capping the landfill and related work and engineering services by vote of the April, 1994 Annual Town Meeting under Article 12, by vote of the October, 1996 Annual Town Meeting under Article 12, by vote of the December, 1998 Special Town Meeting

under Article 5, and by vote of the April, 1999 Annual Town Meeting under Article 12 for the purposes of planning and constructing a municipal golf course which shall be partially in the Town of Sherborn, including the acquisition of any interest in land necessary therefore, the construction of a building, and the cost of original equipment and furnishings in connection therewith;

Or otherwise act thereon.

RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 12.

The purpose of this article is to release unused balances appropriated under a number of Town Meeting actions to borrow funds and, then appropriate such authorizations to borrow for another purpose. Town Meeting is aware that the town exceeded its ability to expend funds under the authorizations to construct a golf course. This action releases Town Meeting's additional authorizations to borrow and expend funds under the capping of the land fill, and then appropriates the same amount under Town Meeting's authorization to borrow and expend funds for the construction of the golf course. This action is consistent with the findings of the Selectmen's Golf Course Review Committee and the independent auditor's report, both finding an over-spent amount in one account (authorization) and an under-spent amount in another account (authorization). The amount of authorization being transferred from one authorization to another is \$576,453.000. This action should correct the account mis-application of funds.

The Finance Committee seeks Town Meeting's support for the subject matter of Article 12.

Motion:

VOTED UNANIMOUSLY, to appropriate \$576,453 of the unused balance of sums appropriated and borrowed for the purpose of closing out and capping the landfill and related work and engineering services by vote of the April, 1994 Annual Town Meeting under Article 12, by vote of the October, 1996 Annual Town Meeting under Article 12, by vote of the December, 1998 Special Town Meeting under Article 5, and by vote of the April, 1999 Annual Town Meeting under Article 12 for the purposes of planning and constructing a municipal golf course which shall be partially in the Town of Sherborn, including the acquisition of any interest in land necessary therefore, the construction of a building, and the cost of original equipment and furnishings in connection therewith.

ARTICLE 13
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: By a vote of 13-0-0 on March 4, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 13 and that the sum of \$5,062.33 be appropriated from Free Cash.

The purpose of this article is to appropriate funds to pay unpaid bills from previous fiscal years. The Town Comptroller reported that there is one bill from the Commonwealth of Massachusetts, Department of Environmental Protection, which was lost by the Town and went unpaid. The bill was originally in the amount of \$4,048.86, for DEP services and/or permit fees for the Lilja Elementary School underground oil tank testing. Under the general laws, interest is charged on unpaid balances. In this instance the amount of \$1012.47 is being levied for interest owed. Therefore, the Town must pay the amount of \$5,062.33.

The Finance Committee seeks Town Meeting’s support for the subject matter of Article 13.

Requires a 4/5 Vote

Motion:
VOTED UNANIMOUSLY, to appropriate the sum, as follows, for the payment of unpaid bills of previous years incurred by the department listed below:

Insufficient Balance – 80% Vote

Board of Selectmen

Commonwealth of Massachusetts	\$5,062.33
Department Environmental Protection	

And that the sum of \$5,062.33 be raised from Free Cash.

ARTICLE 14 WAS TAKEN OUT OF ORDER AFTER ARTICLE 2

ARTICLE 15
(Finance Committee)

To see what sum of money the Town will vote to appropriate for the purpose of rebating and/or refunding fees collected by the Natick Public School Department during previous fiscal years for students that paid such fees, and who elected to use the school bus transportation system to and from Natick public schools. Said sum of money may include an amount to administer the rebating and/or refunding of said fees; or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 15.

The purpose of this article is to authorize rebates and/or refunds for bus fees that were paid in previous years by parents of Natick Public School students using the public school transportation services. This article was sponsored by the Finance Committee based on its vote at the time of a 2003 Fall Annual Town Meeting action by Town Meeting member(s), who desired to rebate previous years’ bus and trash fees. At that time of Fall Annual Town Meeting, the Finance Committee recommended that it was unwarranted to rebate such fees not knowing the financial impact, among other things, of such rebates.

During the 2004 Annual Town Meeting hearing process, the proponent of the rebate action commented that the rebating of past bus and trash fees was not as paramount as the transportation fee action and funding being sought for the current fiscal year, by the School Committee under Article 14. To that end, the Finance Committee, as sponsors of this article, seeks no action by Town Meeting regarding the subject matter of Article 15.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 15.

ARTICLE 16
(Finance Committee)

To see what sum of money the Town will vote to appropriate for the purpose of rebating and/or refunding fees collected by the Town during previous fiscal years for Natick residents who paid such fees for the Town's weekly curbside collection of household rubbish. Said sum of money may include an amount to administer the rebating and/or refunding of said fees; or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 16.

The purpose of this article is to authorize rebates and/or refunds for trash fees that were paid in previous years by residents using the curbside household rubbish removal program. This article was sponsored by the Finance Committee based on its vote at the time of a 2003 Fall Annual Town Meeting action by Town Meeting member(s), who desired to rebate previous years' bus and trash fees. At the time of Fall Town Meeting, the Finance Committee recommended that it was unwarranted to rebate such fees not knowing the financial impact, among other things, of such rebates.

During the 2004 Annual Town Meeting hearing process, the proponent of the rebate action commented that the rebating of past trash fees was not as paramount as the transportation fee action and funding being sought for the current fiscal year, by the School Committee under Article 14. To that end, the Finance Committee, as sponsors of this article, seeks no action by Town Meeting regarding the subject matter of Article 16.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 16.

ARTICLE 17
(David D'Angelis, et al.)

Registered voters of Precinct 6, Clubhouse Lane and Saddle Brook Road hereby request the Town to perform a cost study for the installation of main sewer trunk lines and lateral links. We prefer that this be a betterment cost study project and installation, but still request this cost study be performed in case the town is under budget restraints and cannot participate with its 25% funding of installation. We the residents may decide to fund the entire installation by ourselves if this be the situation. We ask that we receive an itemized quote, broken out

with man hours, material, and vendor installation prices. We also ask that the Town receives the necessary permits to cross the Hultman Aqueduct from the MWRA if necessary since there is already a 25 foot wide right of way and a 20 foot drain easement pre-existing about 180 feet from the right of way. We also request that the Town obtain the necessary easements from the property owners of Saddle Brook Road to install this system. We also ask that the Town present two estimates, one for a gravity sewer system and one with a forced main system. The determining factor for the choice of a system will be one that is the least cost of a total connection to an individual taxpayer not just the initial trunk lines and laterals. We also ask that this estimate be done in a timely manner within 90 days or less and that this estimate can then be voted on by the residents so that they may petition the Town for installation. It is also desired that if the majority of residents vote to proceed with this project, that it be implemented within a year of the petition. We the voters and residents do hereby request the town of Natick implement these estimates.

RECOMMENDATIONS: The Finance Committee has Tabled the subject matter of Article 17 until its meeting scheduled for April 13, 2004.

The Finance Committee has tabled this matter (voted 13-0-0 on March 2, 2004) until April 13, 2004, so that it may deliberate on the subject matter of this article. The tabling action was intentionally done to allow additional time for Board of Selectmen to hear the subject matter of this article. The town administration indicated during the hearing that the Board of Selectmen could fund the additional study being requested by this citizen petition.

It is clear that the sponsor of this article is seeking many things in this article; however, it was generally accepted that these additional requests for action could not occur until the more comprehensive study could be completed.

Should the Finance Committee take further action on this matter, we will appraise Town Meeting of such at the time of Town meeting or when this article goes before the body for its consideration.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 17.

ARTICLE 18
(Town Administrator
Commission on Disability)

To see if the Town will vote to appropriate and raise, or otherwise provide a sum of money for the purchase and installation of audio tactile push button walk signals at various intersections in Natick, curb cut and access route installation and repairs and to provide for disability awareness/educational materials to be used with the public and private sector or otherwise act thereon.

RECOMMENDATIONS: By a vote of 12-0-0 on March 4, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 18 and that the sum of \$3,000.00 be appropriated from Handicap Parking Violations.

The purpose of this article is to fund the purchase of certain equipment or to make specific improvements that aid and enhance disabled residents and users of the public way and walkways. Each year Town Meeting funds such capital improvement projects, among other things, from handicapped parking violation fines. The \$3,000 being requested is 50% of such handicapped parking violation fines collected in the previous fiscal year. If appropriated, these funds may provide curb cuts at certain locations in the Town, electronic walkway equipment that aids disabled persons and/or educational materials or efforts related to the Commission on Disability.

Members of the Commission on Disability should be available to answer questions.

The Finance Committee seeks Town Meeting’s support for the subject matter of Article 18.

Motion:
VOTED UNANIMOUSLY, to appropriate the sum of \$3,000 to be expended under the direction of the Commission for the Disabled for the purpose of installation of audio tactile push button walk signals at various intersections in Natick, curb cut and access route installation and repairs and to provide for disability awareness/education materials to be used with the public and private sector.

And that the sum of \$3,000 be raised from Free Cash.

ARTICLE 19
(Town Administrator)

To see if the Town will vote to rescind the following amounts of un-issued debt authorized for the following purposes;

<u>Amount Rescinded</u>	<u>Date of Vote</u>	<u>Purpose</u>
\$719,800	June 10, 1997	School Planning
\$500,000	June 7, 1988	Water Mains
\$ 84,000	April 9, 1996	Sewer
\$ 60,000	October 4, 2001	Roads

or take any other action relative thereto.

RECOMMENDATIONS: By a vote of 15-0-0 on March 11, 2003, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 19 as amended.

The purpose of this article is to rescind past Town Meeting borrowing authorizations. Specifically, the amounts approved by Town Meeting are authorizations which have not been enacted by the bond issuing authority (i.e., Board of Selectmen). Town Meeting’s affirmative action of the recommended motion will remove the borrowing authorizations as itemized in the motion.

Town administration should be available to answer questions and/or provide details about the specific recommendations. The Finance Committee seeks Town Meeting’s support for the subject matter of Article 19 as amended in the motion below.

Motion:

VOTED UNANIMOUSLY, to rescind the following amounts of un-issued debt authorized for the following purposes;

<u>Amount Rescinded</u>	<u>Article Number</u>	<u>Date of Vote</u>	<u>Purpose</u>
\$ 19,800	Article 8	June 10, 1997	School Planning
\$ 700,000	Article 2	May 26, 1998	School Planning
\$ 500,000	Article 2	June 7, 1988	Water Mains
\$ 84,000	Article 19	April 9, 1996	Sewer
\$ 60,000	Article 37	October 4, 2001	Roads

ARTICLE 20
(Council on Aging)

To see if the Town will vote to accept the provisions of Chapter 44, Section 53E 1/2 of the Massachusetts General Laws which allows towns to authorize separate revolving funds to which shall be credited receipts received in connection with the programs supported by such revolving fund. The Council on Aging would establish a revolving fund for a subsidized transportation program with receipts credited to this revolving fund, expended by the Council on Aging Director with the oversight by the Council on Aging and not to exceed \$15,000 expenditures in fiscal 2005.

RECOMMENDATIONS: By a vote of 13-0-0 (March 2, 2004) the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 20.

The purpose of this article is to accept the provision of general law which establishes a revolving fund. Each year Town Meeting must authorize the establishment of revolving funds, consistent with M.G.L. 44, Section 53E 1/2. This revolving fund is a "re-authorization" of an existing fund under the direction of the Council on Aging Director and administered by the Natick Council on Aging. This fund supports transportation user expenses of qualifying elderly persons. Also, this program has been administered for a number of years at the requested limitation of \$15,000.00. Members of the Council on Aging should be available to answer questions and detail the transportation program.

Motion:

VOTED UNANIMOUSLY, to authorize the Council on Aging Director, with oversight by the Council on Aging, to expend up to and including \$15,000 during the fiscal year beginning July 1, 2004 for the purposes of operating a subsidized transportation program for senior citizens, pursuant to Chapter 44 Section 53E1/2 of the Massachusetts General Laws, from the revolving fund established by vote of the April, 1995 Annual Town Meeting under Article 27 for receipts received in connection with the subsidized transportation program.

ARTICLE 21
(Board of Assessors)

To see if the Town will vote to increase the Personal Exemption Amounts by 20% under the provisions of Chapter 126 of the Acts of 1988 which provides for "Optional Additional Property

Tax Exemptions” allowing an annually determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22D, 22E, 37A and 41C (elderly person, disabled veteran, or blind person).

RECOMMENDATIONS: By a vote of 13-0-0 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 21.

The purpose of this article is to increase the personal exemption amount with regard to qualified taxpayers who meet elderly, disabled veteran or blind person criteria, in accordance with Massachusetts General Laws.

Town Meeting may remember that it increased the exemption for qualifying individuals last year from 15% to 17.5%. This year Town Meeting is asked to approve an additional increase from 17.5% to 20% for such individuals. The Town Administration estimated costs relative to this action to be approximately \$3,415.00 which will be funded from Overlay Account funds. It was reported to the Finance Committee that the Board of Assessors unanimously voted in favor of this article.

Motion:

VOTED UNANIMOUSLY, to increase the Personal Exemptions Amounts to 20% as amended, under the provisions of Chapter 126 of the Acts of 1988 which provides for “Optional Additional Property Tax Exemptions” allowing an annual determined, uniform increase in the amount of exemption in General Laws, Chapter 59 Section 5 Clauses 17D, 22, 22A, 22B, 22C, 22D, 22E, 37A and 41C (elderly persons, disabled veteran or blind person).

A motion was made by Frank Foss, seconded by Bill Chenard to adjourn until Tuesday, April 27, 2004.

A motion was made by Ed Salamoff, seconded by Susan Salamoff to Adjourn.

VOTED BY MAJORITY TO ADJOURN.

10:27 PM ADJOURNED.

A record of the Fourth Session of the Annual
Spring Town Meeting of 2004.

s/Jane M. Hladick
Town Clerk

ANNUAL SPRING TOWN MEETING
APRIL 27, 2004
FIFTH SESSION

7:32 P.M. Meeting called to order by the Moderator who declared there was a quorum present.

Newly appointed town meeting member Robert Healey was sworn in.

A motion was made by Frank Foss, seconded by Linda Wollschlager that the following resolution be entered into the official record of this Town Meeting.

WHEREAS, it has been a custom of Town Meeting to recognize from time to time the efforts and service of elected and appointed officials; and,

WHEREAS, the Town of Natick By-laws limit the service of Finance Committee Members to a period of time no longer than twelve years; and,

WHEREAS, the Finance Committee members recognize that its current Vice Chairman, Gail Kaprielian has contributed for twelve years toward the well being of the Town of Natick in an exemplary manner, with distinction and with the utmost care in a leadership role; and,

WHEREAS, Gail Kaprielian served as chairperson of many Finance Committee sub-committees, and served as the Finance Committee's representative on town-wide advisory committees, such as the Board of Selectmen's Financial Operations Committee and Sassamon Trace Golf Course Review Committee. And, that she through her experience and capabilities acted in "good faith" always with the best interest and/or betterment of the Town of Natick in mind;

NOW, THEREFORE, BE IT RESOLVED that the Natick 2004 Town Meeting acknowledges Gail Kaprielian for her twelve years of service to the Town of Natick; and enters into the record of this proceeding this resolution; and,

BE IT FURTHER RESOLVED that Town Meeting respectfully requests that the Town Clerk present as attested copy of this resolution to Gail Kaprielian exemplifying Town Meeting's appreciation of her service to the Town of Natick.

The Moderator steps down for Articles 22 and 23. The Town Clerk presides.

ARTICLE 22

Charter Amendment: Referendum Does Not Require Special Election
(Town Moderator)

To see if the Town will vote to approve an amendment to Section 2-13 of Chapter 2 of the Natick Home Rule Charter for submittal to the voters in order to (1) correct the procedures for calling the election so that they are in compliance with the General Laws; and (2) allow the Selectmen more latitude in scheduling the election. The following amendment is proposed:

(1) In Section 2-13 (c), in the second sentence:

(a) Delete the word “ten” and insert in its place the word “fourteen”.

(b) Delete the words “call a special election to be held on a date fixed by it not less than fourteen nor more than twenty-one days later for submission of such question, or questions, to the voters for a final determination” and insert in their place the words “upon certification of the signatures, cause the question to be placed on the ballot at the next regular town election or, if the board of selectmen so votes, at a special election, any such election to be held not less than thirty-five days later”.

As amended, the second sentence would read:

The board of selectmen shall, within fourteen days following the filing of such petition, upon certification of the signatures, cause the question to be placed on the ballot at the next regular town election or, if the board of selectmen so votes, at a special election, any such election to be held not less than thirty-five days later.

(2) In Section 2-13 (d), delete the word “Questions” and insert in its place the words “A question”.

(3) In Section 2-13 (e), in the second sentence, in the phrase “at such special election”, delete the word “special”.

RECOMMENDATIONS: By a vote of 13-0-0 on March 9, 2004, the Finance Committee recommends REFERRAL TO THE BOARD OF SELECTMEN, TOWN MODERATOR AND TOWN COUNSEL with regard to the subject matter of Article 22.

The purpose of this article is to seek changes to the Natick Home Rule Charter (Charter), Section 2-13 (c). and Section 2-13 (d) and (e). Specifically, this article seeks to change the time in which the Board of Selectmen shall respond in calling an election consistent with the referendum procedure set forth in the Charter, changing such timeframe from 10 to 14 days. The proponent suggested this change so that a regular meeting of the Board of Selectmen will most probably be scheduled no matter when a petition is submitted. Also, the proponent suggested that the period of 14 days is more in keeping with the standard time for certification of signatures by the Registrar of Voters.

Another change that this article seeks is that the election called under this Charter provision could be scheduled for the next regular municipal election or at a special election at the discretion of the Board of Selectmen. The proponent stated that in most cases, there is no need for a special election to be called. If the intent of the referendum is to overturn an approval by the representative Town Meeting, the very action of filing the petition for referendum suspends the approval. The proponent went on to state that it seems reasonable that in most cases from the point of view of the petitioners there is no need for haste in calling the election. The regular municipal election is soon enough unless the Board of Selectmen decides that the election should take place sooner in order to overturn the suspension of the approval. If the intent of the referendum is to gain approval for something that was rejected by Town Meeting,

the status quo is in effect. Since in most cases, the normal response to rejection is to take up the subject at a future Town Meeting, haste to gain approval by means of a special election is seldom justified. Minimizing the calling of special elections saves unnecessary expense for the town.

Finally, the sponsor commented that the procedures for calling the election should be in compliance with the requirements of the General Laws regulating elections. Under Massachusetts General Law, thirty-five days is the minimum time requirement to conduct an election after making the decision to do so.

A number of speakers raised issues and questions. Some of the comments were related to historical practices of the town and/or original Charter Commission recommendations, which took into account this matter when initially drafting this Charter section. One speaker commented that the general laws of the Commonwealth allow the formulation of the existing Charter provision, and that the existing Charter provision was approved by the Attorney General's office.

Although this article has merit as presented, taking into account the comments of all speakers, the Finance Committee recommends that the matter be referred back to the Town Moderator, the Board of Selectmen and Town Counsel for further review and public input.

A positive motion was made by Jeff Phillips, seconded by Andy Luke as printed above.

A motion was made by Paul Griesmer, seconded by Sebastian Grupposo for referral to the Board of Selectmen, Town Moderator and Town Counsel.

Motion:
VOTED BY MAJORITY to refer the subject matter of Article 22 to the Board of Selectmen, Town Moderator and Town Counsel.

ARTICLE 23

Charter Amendment: Referendum Follows Definite Action by Town Meeting
(Town Moderator)

To see if the Town will vote to approve an amendment to Section 2-13 of Chapter 2 of the Natick Home Rule Charter for submittal to the voters in order to (1) define the referendum procedure so that it is only permitted to reverse the action taken by Town Meeting on an affirmative main motion properly introduced, debated, and either approved or disapproved; (2) describe the effect of subsidiary motions applied to the main motion; (3) revise the list of cases for which referendum is not allowed ; and (4) handle the issue of formulating the ballot question to insure that it is clear to the voters; or otherwise act thereon.

RECOMMENDATIONS: By a vote of 11-2-0 on March 4, 2004, the Finance Committee recommends REFERRAL TO THE TOWN MODERATOR, TOWN COUNSEL AND BOARD OF SELECTMEN with regard to the subject matter of Article 23.

This article seeks changes to the Natick Home Rule Charter (Charter), Section 2-13 for submittal to the voters for approval. Specifically, this article seeks to change the referendum process so that 1) a petitioner could only take action after a specific action of Town Meeting; 2) that certain motions would be treated in a specific manner; 3) certain referendum petitions would not be permitted under some circumstances; and 4) it would further define how a referendum question would appear on a ballot.

The sponsor commented that the intent of this article is to promote the role of Town Meeting as the vital legislative component of Natick's government and prevent a repeat of the unfortunate episode last fall that bypassed Town Meeting in the belief that an initiative petition drafted by a few should be submitted immediately to the voters at a special election in the guise of a referendum.

The changes to Section 2-13 of the Charter encompassed by Article 22 solve the problem of wasteful expense by the Town for unnecessary special elections. However, additional changes to Section 2-13 are required to define the action that must happen at Town Meeting before a referendum is meaningful and lawful.

Changes to Section 2-13 (a) are intended to define the referendum procedure so that it is only permitted to reverse the action taken by Town Meeting on an affirmative main motion properly introduced, debated, and either approved or disapproved. Once the main motion is before Town Meeting, the motion is no longer the "property" of the sponsors. Town Meeting decides what will be done with the motion.

Section 2-13 (b), as currently worded, caused the mischief last fall. Changes to this subsection describe the effect of subsidiary motions applied to the main motion. The language is tightened to clarify what is the affirmative main motion that is subject to referendum and to explain what other actions or non-actions besides a negative vote on the main motion are equivalent to rejection.

Additional changes to Section 2-13 (a) revise the list of cases for which referendum is not allowed. Changes to Section 2-13 (d) handle the issue of formulating the ballot question to insure that it is clear to the voters.

Town Counsel, in a letter to the Town Administrator dated January 23, 2004, made comments about these changes. The following represents what was reported to the Finance Committee as the Town Counsel's comments:

1. The article removes the current exclusion regarding the referendum process for votes to adjourn or dissolve a town meeting. In my opinion that exclusion should remain in the Charter regarding the referendum process.
2. The article excludes from the referendum process a vote to reject when the motion requires by statute a two-thirds or greater quantum of vote for approval. This language would exclude all bond authorizations, zoning by-law amendments, and appropriations for prior fiscal year bills. As such it would be a considerable limitation of the scope of the referendum process

3. The article provides that the ballot would contain a summary by town counsel if the text of the main motion is so lengthy as to be impractical for printing on the ballot or if the form of the main motion was a brief text which makes reference to the text of the warrant article. The validity of allowing such a summary rather than the text of the question before Town Meeting is not clear. In any event, I recommend that the text of the question be presented to the voters rather than a summary.
4. The sponsor of the article provided comments regarding Town Counsel's letter as follows:

With regard to Item #1 above, the language about excluding votes to adjourn or dissolve was dropped, because it may introduce confusion about the meaning of Section 2-13 (a). The changes to the entire section are supposed to insure that the referendum process only applies to action taken on affirmative main motions made under an article. Since motions to adjourn or dissolve are typically procedural main motions not made under the scope of an article, I judged that retaining the language would not be appropriate and would introduce confusion about meaning.

With regard to Item #2 (above), the new language does introduces an additional exclusion for the referendum process, but one that may be very rare. For example, suppose a warrant article for a zoning bylaw change is introduced by a group of citizens with the intent of frustrating the development efforts of a well-funded corporation. The main motion to change the zoning bylaw fails at Town Meeting, but is resurrected via the referendum process, and is approved narrowly by the voters. The corporation contends against the Town that a change to the zoning bylaws can only be valid if approved by a two-thirds majority vote of the Town, whether that vote takes place at the representative town meeting or at some town meeting of voters who vote by ballot.

For open town meetings, the standard recourse upon failure to change the zoning bylaws is to try again at a future town meeting. For representative town meetings, I also think that should be the only recourse as well. The Town should not try to adjust the referendum majority quantum of vote to adapt to such special statutory situations.

In addition, the referendum process described in the standard form of the representative town meeting (MGL, c.43A, s.10) only applies to "votes passed." Natick has a much more liberal process. By referendum, Natick voters can reverse votes that failed. I suspect that only a handful of towns with representative town meetings have as liberal a provision as Natick.

With regard to Item #3, in most cases the text of the affirmative main motion will be taken from the Town Clerk's records. However, special situations should be addressed and Town Counsel would play the standard role (e.g., MGL, c.43B, s.11; c.44B, s.3; c.54, s.58A). Perhaps, the problem is the word "summary"; there probably is a better word. I was thinking of the case of handling very lengthy changes in state law that appear on the state ballot in the form of ballot questions. Someone has to prepare the wording of the questions that appear on the state ballot. If the Town was confronted with a similar situation, I envisioned that Town Counsel would be that someone.

Taking into account the above comments, the Finance Committee recommends that the matter be referred back to the Town Moderator, the Board of Selectmen and Town Counsel for further review and public input.

A positive motion was made by Jeff Phillips, seconded by Josh Ostroff as follows:

Move to approve an amendment to Section 2-13 of Chapter 2 of the Natick Home Rule Charter for submittal to the voters. The amendment is as follows:

1) In Section 2-13 (a), in the first sentence, delete the words that begin the sentence: no final vote of the representative town meeting under any warrant article and insert in their place the words: No final vote of the representative town meeting to approve or reject an affirmative main motion under a warrant article.

2) Delete Section 2-13 (b) and insert for following:

(b) Subsidiary Motions - The affirmative main motion subject to referendum shall be the final form of the motion as modified by any amendments adopted. Whenever a subsidiary motion of lay upon the table, to refer or to postpone indefinitely is applied to the affirmative main motion and is voted by the representative town meeting, the affirmative man motion shall be deemed to have been rejected.

3) In Section 2-13 (a), in the first sentence, delete the words:

Not including a vote to adjourn or to dissolve a town Meeting

And insert in their place the words:

Not including a vote to reject when the motion requires by statute a two-thirds or greater quantum of vote for approval.

4) In section 2-13 (d), at the end, add a new sentence as follows:

If the question presented to town meeting is in the form of a brief main motion which makes reference to the text of the warrant article or if the main motions is so lengthy as to be impractical for printing on the ballot, the town counsel shall prepare as the case may be, an expanded or condensed restatement of the question suitable for printing on the ballot.

A motion was made by Richard Sidney, seconded by Milton Gilbert to refer the subject matter to the Board of Selectmen, Town Moderator and Town Counsel.

A motion was made by Jonathan Freedman, seconded by Sebastian Grupposo to amend the positive main motion by deleting section 4.

AMENDMENT CARRIES BY MAJORITY.

A motion was made by Sebastian Grupposo, seconded by Paul Griesmer to move the question.

VOTED UNANIMOUSLY TO MOVE THE QUESTION.

Pending motions: Referral and Main Motion as amended.

Motion:

VOTED BY MAJORITY, to refer the subject matter of Article 23 to the Board of Selectmen, Town Moderator and Town Counsel.

ARTICLE 24
(Board of Selectmen)

To see if the Town will vote to amend the Natick Home Rule Charter by adding the following language at the end of Article 2, Section 2-4(a):

“provided, however: (1) no person who holds an elected position in the Town of Natick, whether compensated or uncompensated for such elected position, shall be eligible to serve as a town meeting member; (2) no Town of Natick employee shall be eligible to serve as a town meeting member; and (3) no member of an appointed board or commission who is appointed to that position by an elected board, commission or official of the Town of Natick shall be eligible to serve as a town meeting member.”

As amended, Section 2-4(a) would read: “Eligibility – Any voter shall be eligible to be a candidate, to be elected and to serve as a town meeting member, provided, however: (1) no person who holds an elected position in the Town of Natick, whether compensated or uncompensated for such elected position, shall be eligible to serve as a town meeting member; (2) no Town of Natick employee shall be eligible to serve as a town meeting member; and (3) no member of an appointed board or commission who is appointed to that position by an elected board, commission or official of the Town of Natick shall be eligible to serve as a town meeting member.”

Or otherwise act thereon.

RECOMMENDATIONS: By a vote of 10-3-0 on March 4, 2004, the Finance Committee recommends INDEFINITE POSTPONEMENT with regard to the subject matter of Article 24.

The purpose of this article is to amend the Natick Home Rule Charter by adding specific language to Article 2, Section 2-4(a), which would have the effect of prohibiting certain elected and appointed officials, and Town of Natick employees from holding such elected or appointed positions and being a Town Meeting Member. For the convenience and benefit of Town Meeting members, the elected and appointed positions which would become ineligible for Town Meeting membership under the proposed Article are summarized as follows:

Elected Officers or Boards

- Board of Selectmen
- Board of Assessors

- Board of Health
- Constables
- Housing Authority
- Moderator
- Morse Institute Library Trustees
- Planning Board , including associate members
- Recreation and Human Service Commission
- School Committee
- Town Clerk

Appointed Officers and Boards

- Emergency Operations Planning Committee
- Keefe Tech Vocational School Reps
- Parking Clerk
- Rep. To MBTA Advisory Board
- Bacon Free Library Maintenance Committee
- Bicycle and Pedestrian Advisory Committee
- Cable Advisory Board
- Conservation Commission
- Contributory Retirement Board
- Council on Aging
- Elderly and Disabled Taxation Fund Committee
- Historical Commission, including alternate members
- Historic District Commission, including alternate members
- Information Systems Advisory Board
- Natick Cultural Council
- Open Space Committee
- Recreation and Human Service Committee
- Recycling Study and Advisory Committee
- Registrars of Voters
- Town Forest Committee
- Youth Advisory Board
- Zoning Board of Appeals , including alternate members
- Finance Committee

(Note: Paid Town Employees have not been included on this list. A complete list of all full time and part time Town employees, such as referees at basketball games, part time snow removal drivers, etc. were not practical.)

The sponsor of the article commented that the restrictions on Town Meeting eligibility is needed to prevent and / or correct for conflicts of interest pertaining to the business of Town Meeting. The sponsor indicated that this idea, although not new, was raised by the Financial Operations Committee appointed by the Board of Selectmen and that it is an idea whose time has come. The sponsor indicated that certain other Towns such as Framingham had similar restrictions. The sponsor also indicated that prior to the Charter's adoption in 1980, the Town had certain restrictions on Town Meeting member eligibility including limitations preventing Finance Committee members from being Town Meeting members.

The Finance Committee also heard from members of the public opposed to the Article. Concerns focused on maintaining the rights of voters to elect whomever they want to Town Meeting. The view was expressed that the voters should always have the ultimate right to decide their Town Meeting members. The Finance Committee also heard that State Law specifically permits Town employees to be Town Meeting members and also permits them to vote on matters concerning their respective departments and their collective bargaining agreements. The Finance Committee also heard testimony expressing the opinion that the supposed conflicts of interest do not exist or, if they exist at all, do not constitute a problem given the distributed nature of power in Town government and the number of elected and appointed officials and boards in Town. The Finance Committee also heard concerns that at least 55 current members of Town Meeting would need to resign from Town Meeting based on the requirement of the proposed article. Concern was expressed that even more Town Meeting members could be ineligible depending upon how many Town Meeting members have a small part time "employment" capacity with the Town. Concern was expressed that the proposed Article could disrupt the functioning and effectiveness of Town Meeting which already has difficulty getting enough members from every precinct. The Finance Committee also heard testimony that prior to 1980, the Finance Committee used to prepare and propose the detailed budgets for every town department. That function became the responsibility of the Town Administrator in 1980 when the Charter was adopted and the office of Town Administrator was created.

The majority of the Finance Committee agreed with those opposing the Article, but raised additional points during debate. Concern was expressed that the Article would require some of the longest serving members of Town Meeting to resign with a corresponding loss of the institutional memory of Town Meeting. Members were also concerned that instead of causing significant resignations from Town Meeting, the Article could result in significant resignations from elected or appointed committees with corresponding disruption to their function.

Members noted that the Article would also prevent Town Meeting members from serving on special committees of the Town including special committees of Town Meeting itself. Various special or study committees such as the Middle School Task Force, AQV Country Club Study Committee, Middle School Building Committee, Surplus Land Committee, Neighborhood Bus Committee, Pay as You Throw Committee, Split Tax Rate Study Committee, High School Building Committee, Financial Operations Committee etc. have included Town Meeting members. These Town Meeting members have either been appointed by the Moderator or various elected boards. Under the provisions of the Article, service on these committees would automatically disqualify individuals from being Town Meeting members. Rather than prohibit Town Meeting member involvement, the Finance Committee believes that the Town and Town Meeting are well served by these special committees and from allowing Town Meeting members to serve upon them.

Significantly, members also noted that the proposed article would not prevent members of a committee appointed by the Town Administrator from also being Town Meeting members. Members of the Personnel Board, Golf Course Oversight Committee, Safety Committee, Town Report Committee, and the Commission on Handicapped Affairs would be allowed to serve on Town Meeting.

Members expressed concern that the article could result in an over concentration of power in the office of Town Administrator and the Board of Selectmen. Under Articles 4 and 5 of the Charter, the office of Town Administrator has significant administrative, operational, appointment, supervisory and budgetary power. Under the Charter, the office of Town Administrator reports to and is accountable to the Board of Selectmen only. No other elective or appointed Board has oversight. Given the formal procedures for and practical requirements at Town Meeting, the office of Town Administrator (or the department heads appointed by the Town Administrator) gets to speak on most, if not all, articles before Town Meeting. (Officials appointed by the office of Town administrator include the Community Development Director, the DPW director, the Finance Director, the treasurer/ collector, the deputy Town Administrator, etc.) Barring either elected officials or members of committees appointed by them from being Town Meeting members could result in a lopsided influence on information and debate on Town Meeting floor. Members noted that various elected and appointed officials often have detailed knowledge and insight (as a direct result of their committee involvement) that can benefit Town Meeting and provide an important check and balance.

The Finance Committee voted to recommend that Town Meeting not support this article and vote to indefinitely postpone any action related to this article.

A positive motion was made by Jeff Phillips, seconded by Bill Gath as follows:

To see if the Town will vote to amend the Natick Home Rule Charter by adding the following language at the end of Article 2, Section 2-4(a):

Provided, however: (1) no person who holds an elected position in the Town of Natick, whether compensated or uncompensated for such elected position, shall be eligible to serve as a town meeting member; and (2) no member of an appointed board or a commission who is appointed to that position by an elected board, commission or official of the Town of Natick shall be eligible to serve as a town meeting member.

As amended, Section 2-4(a) would read: Eligibility - Any voter shall be eligible to be a candidate, to be elected and to serve as a town meeting member, provided, however: (1) no person who holds an elected position in the Town of Natick, whether compensated or uncompensated for such elected position, shall be eligible to serve as a town meeting member; and (2) no member of an appointed board or a commission who is appointed to that position by an elected board, commission or official of the Town of Natick shall be eligible to serve as a town meeting member.

A motion was made by Milton Gilbert, seconded by Jonathan Freedman to Indefinitely Postpone the subject matter of Article 24.

A motion was made by Tass Filledes, seconded by Richard Sidney to move the question.

VOTED BY DECLARED 2/3RD TO MOVE THE QUESTION.

Pending motions: Referral and Main Motion.

Motion:

VOTED BY MAJORITY, to Indefinite Postponement the subject matter of Article 24.

ARTICLE 25
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

AN ACT AUTHORIZING
THE TOWN OF NATICK TO ESTABLISH
THE TOWN OF NATICK PROPERTY FUND

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding the provisions of Section 53 of Chapter 44 of the General Laws, or any other general law or special law to the contrary, the Town of Natick may establish a special fund in the Town treasury to be called the Town of Natick Property Fund, into which shall be deposited money paid to the Town of Natick pursuant to the Schedules of Bonuses in section 328 of the Natick Zoning By-Laws in lieu of providing open space.

Any income derived from the investment of such special fund shall remain with and become part of the fund. The Town Treasurer shall be the custodian of the special fund and shall make an accounting of the special fund to each annual town meeting. All amounts in the special fund may be applied as follows: a maximum of one-third (1/3) of such amounts may be applied to acquisition, maintenance, repair and enhancement of open space, including without limitation active and passive recreation; a maximum of one-third (1/3) of such amounts may be applied to the maintenance and repair of Town of Natick buildings; and a maximum of one-third (1/3) of such amounts may be applied to the maintenance, repair, improvement and redevelopment of the Natick Center business area.

SECTION 2. This act shall take effect upon its passage.

Or otherwise act thereon.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 25.

The sponsor of the article has requested that No Action be taken with regard to this article.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 25.

ARTICLE 26
(Town Administrator)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the General Court may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of the petition.

AN ACT AUTHORIZING THE TOWN OF NATICK TO ESTABLISH VARIOUS PROPERTY FUNDS

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1. Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any other general or special law to the contrary, the town of Natick may establish special funds in the town treasury into which shall be deposited money paid to the town of Natick pursuant to the schedule of bonuses in section 328 of the Natick zoning by-laws in lieu of providing open space. Said deposit requirements shall apply to all money paid to the town of Natick pursuant to said schedule of bonuses after the date of original approval by a Natick town meeting of a warrant article which authorizes the Natick Board of Selectmen to petition the General Court to enact legislation which accomplishes the purposes of this act.

All money received by the town of Natick pursuant to the schedule of bonuses in section 328 of the Natick zoning by-laws in lieu of providing open space shall be applied as follows: a maximum of one-third ($1/3$) of such amount shall be applied to the Open Space and Recreation Fund established in Section 2 herein; a maximum of one-third ($1/3$) of such amount shall be applied to the Building Capital and Maintenance Fund established in Section 3 herein; and a maximum of one-third ($1/3$) of such amounts shall be applied to the Natick Center Infrastructure Fund established in Section 4 herein. Application of funding according to this method shall be subject to review by town meeting every twenty (20) years after the effective date of this act. Upon such review, town meeting may nullify such allocation by majority vote, requiring all money deposited into the special funds to be applied to the Town of Natick Property Fund established in Section 5 herein until a successor allocation method is established under home rule petition.

SECTION 2. Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any general or special law to the contrary, the town of Natick may create and maintain a special fund in the town treasury to be known as the Open Space and Recreation Fund, which shall be kept separate and apart from all other accounts of the town by the town comptroller. The town treasurer shall be the custodian of the Open Space and Recreation Fund and may deposit the proceeds or invest the same in accordance with section 54 of chapter 44 of the General Laws. Interest and earnings on investments in the Open Space and Recreation Fund shall be credited to and become part of said fund. The town of Natick may appropriate money in any year into the Open Space and Recreation Fund by majority vote of town meeting.

The Town of Natick may appropriate money from the Open Space and Recreation Fund by a majority vote of town meeting for the acquisition, maintenance, repair and enhancement of open space, including without limitation active and passive recreation.

The Open Space and Recreation Fund shall be subject to review by town meeting every twenty (20) years after the effective date of this act. Upon such review, town meeting may terminate the Open Space and Recreation Fund by majority vote and the balance of the terminated fund shall become available for appropriation for any purpose for which the town may borrow money. In the event of termination, money due to the Open Space and Recreation Fund pursuant to Section 1 shall be evenly distributed to the remaining funds established under this act.

SECTION 3. Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any general or special law to the contrary, the town of Natick may create and maintain a special fund in the town treasury to be known as the Building Capital and Maintenance Fund, which shall be kept separate and apart from all other accounts of the town by the town comptroller. The town treasurer shall be the custodian of the Building Capital and Maintenance Fund and may deposit the proceeds or invest the same in accordance with section 54 of chapter 44 of the General Laws. Interest and earnings on investments in the Building Capital and Maintenance Fund shall be credited to and become part of said fund. The town of Natick may appropriate money in any year into the Building Capital and Maintenance Fund by majority vote of town meeting.

The town of Natick may appropriate interest earned on principal from the Building Capital and Maintenance Fund by a majority vote of town meeting for any maintenance or capital investment purpose in buildings of the town. At no time shall the total appropriation from said fund exceed one-half of the interest earned on principal in said fund during the twelve (12) months prior to submission of the annual budget to town meeting. The principal balance of the Building Capital and Maintenance Fund shall not be available for appropriation for any reason except in the event of a financial emergency declared by the Board of Selectmen. In the event of a financial emergency declared by the Board of Selectmen the town may appropriate from the principal balance of the fund by a 2/3 vote of town meeting. Any appropriation from principal shall be repaid within ten (10) years.

The Building Capital and Maintenance Fund shall be subject to review by town meeting every twenty (20) years after the effective date of this act. Upon such review, town meeting may terminate the Building Capital and Maintenance Fund by majority vote and the balance of the terminated fund shall become available for appropriation for any purpose for which the town may borrow money. In the event of termination, money due to the Building Capital and Maintenance Fund pursuant to Section 1 shall be evenly distributed to the remaining funds established under this act.

In the event that the town has borrowed from the principal balance of Building Capital and Maintenance Fund and has not fully repaid said borrowing at the time of the termination of said fund, the debt owed to said fund by the town shall become a debt owed to the stabilization fund to be repaid over the remaining term of the debt formerly owed to the Building and Capital Maintenance Fund.

SECTION 4. Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any general or special law to the contrary, the town of Natick may create and maintain a special fund in the town treasury to be known as the Natick Center Infrastructure Fund, which shall be kept separate and apart from all other accounts of the town by the town comptroller. The town treasurer shall be the custodian of the Natick Center Infrastructure Fund and may deposit the proceeds or invest the same in accordance with section 54 of chapter 44 of the General Laws. Interest and earnings on investments in the Natick Center Infrastructure Fund shall be credited to and become part of said fund. The town of Natick may appropriate money in any year into the Natick Center Infrastructure Fund by majority vote of town meeting. The town of Natick may appropriate money from the Natick Center Infrastructure Fund by a majority vote of town meeting for the design, construction, reconstruction, renovation, maintenance and replacement of infrastructure in the downtown section of Natick.

The Natick Center Infrastructure Fund shall be subject to review by town meeting every twenty (20) years after the effective date of this act. Upon such review, town meeting may terminate the Natick Center Infrastructure Fund by majority vote and the balance of the terminated fund shall become available for appropriation for any purpose for which the town may borrow money. In the event of termination, money due to the Natick Center Infrastructure Fund pursuant to Section 1 shall be evenly distributed to the remaining funds established under this act.

SECTION 5. Notwithstanding the provisions of section 53 of chapter 44 of the General Laws, or any general or special law to the contrary, the town of Natick may create and maintain a special fund in the town treasury to be known as the Town of Natick Property Fund, which shall be kept separate and apart from all other accounts of the town by the town comptroller. The town treasurer shall be the custodian of the Town of Natick Property Fund and may deposit the proceeds or invest the same in accordance with section 54 of chapter 44 of the General Laws. Interest and earnings on investments in the Town of Natick Property Fund shall be credited to and become part of said fund.

The Town of Natick Property Fund shall serve as the repository for payments received pursuant to Section 1 of this act in the event that town meeting nullifies the allocation of money received pursuant to the provisions of Section 1. Money deposited in the Town of Natick Property Fund shall not be available for appropriation until a successor allocation method to that established in Section 1 is established by majority vote of a Natick town meeting.

SECTION 6. This act shall take effect upon its passage.

RECOMMENDATIONS: By a vote of 13-0-0 on March 4, 2004, the Finance Committee recommends REFERRAL TO THE BOARD OF SELECTMEN, PLANNING BOARD AND OPEN SPACE ADVISORY COMMITTEE with regard to the subject matter of Article 26.

The purpose of this article is to ask the General Court (State Legislature) to enact legislation which would re-direct monies paid to the Town of Natick pursuant to the Schedule of Bonuses set forth in Section 328 of the Natick Zoning Bylaw. The monies would be split into three funds (1/3 maximum in each) as follows: 1) Open Space and Recreation Fund; 2) Building Capital and Maintenance Fund; and, 3) Natick Center Infrastructure Fund.

Furthermore, this article would provide for a method of managing these funds, which could be reviewed by Town Meeting only every 20 years, and after a majority vote these funds could be deposited into a Town of Natick Property Fund, which is further subject to change under home rule petition.

One of the issues raised during the Finance Committee's hearing was that there were concerns regarding the use of the funds as proposed. After hearing from the Planning Board, Open Space Advisory Committee and Bicycle and Pedestrian Advisory Committee, it was evident that there was opposition to the use(s) of these funds for building capital and maintenance projects and Natick Center infrastructure improvements.

Another issue raised was the lack of review process by boards and committees which would normally either set policy or make recommendations for the disbursement of such funds. Seeing that there was not clear process and review, opponents questioned the oversight of the funding uses.

Finally, there were issues raised with the legal ability of the Town to require the collection of these funds and disburse such for the proposed purposes. M.G.L. Chapter 40A (The Zoning Act) provides the ability and/or authority of a Special Permit Granting Authority (SPGA) to authorize through zoning by-laws the provision of special permits authorizing increases in the intensity of a particular use in a proposed development; provided that the petitioner or applicant shall, as a condition for the grant of said permit, provide for amenities such as open space, housing for persons of low or moderate income, traffic or pedestrian improvements, installation of solar energy systems, protection for solar access, among other things. The enabling by-laws must state the specific improvements or amenities or locations of proposed uses, for which the special permit is granted. In addition, they must state the maximum increases in intensity of use which may be authorized by a special permit. Comments were made contrary to the above limitations of State law, and that such should be more clearly reviewed before approving this article. In addition, comments were also made that 1) neither Town Meeting, the Board of Selectmen, nor the Town Administrator are permitted to amend a zoning bylaw by a majority vote of Town Meeting - only a 2/3 vote of Town Meeting can do so; and 2) neither Town Meeting, the Board of Selectmen, nor the Town Administrator are permitted to modify the provisions or conditions of a special permit issued by a SPGA under the provisions of Chapter 40A, Section 9.

Taking into account the above testimony raising sufficient issue with Article 26, the Finance Committee voted referral of this article so that it could be further reviewed and more thoroughly discussed by the committees, boards and town administration.

A motion was made by Marshall Lebowitz, seconded by Frank Foss to Refer the subject matter of Article 26 to the Board of Selectmen, Planning Board and the Open Space Advisory Committee.

A motion was made by Milton Gilbert, seconded by Frederick Coburn to Indefinitely Postpone the subject matter of Article 26.

REFERRAL LOSES.

Motion:

VOTED BY MAJORITY, to Indefinitely Postpone the subject matter of Article 26.

ARTICLES 27, 28 AND 29 WERE TAKEN OUT OF ORDER AFTER ARTICLE 14

ARTICLE 30
(Board of Selectmen)

To see if the Town will vote to amend Article 41, Section 1 of the Town of Natick By-Laws by adding the following sentence to the fourth paragraph of Section 1:

“This section shall apply to architectural consulting services and engineering consulting services for which no procurement process is required by Massachusetts law.”

so that the fourth paragraph of Section 1 of Article 41 shall read:

“This section shall not apply to professional services, or to services performed by a person regularly employed by the Town as part of the duties of such employment. This section shall apply to architectural consulting services and engineering consulting services for which no procurement process is required by Massachusetts law.”

Or otherwise act thereon.

RECOMMENDATIONS: By a vote of 13-0-0 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 30.

The purpose of Article 30 is to amend the Town of Natick By-laws to add further guidance and limitations with regard to the procurement of certain town services – architectural consulting services and engineering consulting services. An exception will apply with this change to exempt certain services provided by persons regularly employed by the town for certain purposes.

Taking into account the Town’s recent experiences and events with regard to certain services contracted for the capping of the landfill and/or the construction of the Sassamon Trace Golf Course, this article responds to the lapse of oversight and process when engaging these services. Upon Town Meeting’s approval and further enactment, all such services will be fully vested through the processes inherent in Massachusetts General Law.

The Finance Committee seeks Town Meeting’s support for the subject matter of Article 30.

Motion:

VOTED UNANIMOUSLY, to amend Article 41, Section 1 of the Town of Natick By-Laws as stated in Article 30.

THE FOREGOING AMENDMENT TO THE ZONING BYLAW APPROVED
BY THE ATTORNEY GENERAL ON JUNE 9, 2004. POSTED IN ALL TEN
PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO

NATICK POST OFFICES ON JUNE 16, 2004 ACCORDING TO MGL
CHAPTER 40 SECTION 32.

ARTICLE 31
(Board of Selectmen)

To see if the Town will vote to amend the Town of Natick By-Laws by adding a new Article 78 which reads:

“Prompt Removal of Utility Poles

Consistent with the provisions of Section 34B of Chapter 164 of the Massachusetts General Laws, an electric distribution company or telephone company engaging in the removal of an existing pole and the installation of a new pole in place thereof shall complete the transfer of wires, all repairs and the removal of the existing pole from the site within ninety days from the date of installation of the new pole or within ninety days from the effective date of this by-law, whichever is later; provided, however, that for any approved commercial or industrial construction project, the completion of which is expected to take longer than one year, said company shall be required to remove such pole within six months from the date of installation of the new pole. The owner of such pole shall notify all other users of the starting date of such removal and installation work at least forty-eight hours prior to the commencement of such work, and said owner shall require all other users to remove their wiring and other attachments from the poles in a timely manner.

For purposes of this provision the term “owner” shall mean the entity which holds legal title to the pole or which holds a majority interest in legal title to the pole.

Violations of the terms of this Article 78 shall be punishable by a penalty of one hundred dollars (\$100.00) for each pole for each day of violation. This Article 78 may be enforced by a non-criminal disposition pursuant to Chapter 40, Section 21D of the Massachusetts General Laws by any police officer, the Inspector of Buildings or the Director of Public Works of the Town.”

or otherwise act thereon.

RECOMMENDATIONS: By a vote of 12-0-1 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 31.

The purpose of this article is to amend the Natick By-Laws by adding a new section regarding the treatment of users of the public ways, who erect poles causing double poles in the public way(s). Specifically, this article sets forth regulations regarding the authority of the town and its designee(s) to enforce the removal of double poles in the public ways. In addition, this article sets forth a process of notification, requirements of pole owners and the ability of the town to levy penalties for the non-compliance to an order to remove such double poles, in accordance with this by-law and general law.

Municipalities are beginning to enact similar ordinances and by-laws, all of which have been approved by the Attorney General's Office. The Board of Selectmen is diligently working toward removing double poles from the public ways. However, without regulations regarding the removal of such poles and the ability to levy penalties, their efforts have gone without serious consideration by the double pole owners. This by-law will help in the town's efforts to remove double poles.

The Finance Committee seeks Town Meeting's support for the subject matter of Article 31.

A motion was made by Frank Foss seconded by Bill Chenard to amend the Town of Natick by-laws as printed below.

Motion:

VOTED BY MAJORITY, to amend the Town of Natick By-Laws by adding a new Article 78.1 as printed in Article 31 except for the following:

In the third paragraph, delete the words "Article 78" in two places, and insert in their place the words "by-law".

THE FOREGOING AMENDMENT TO THE ZONING BYLAW APPROVED BY THE ATTORNEY GENERAL ON JUNE 9, 2004. POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO NATICK POST OFFICES ON JUNE 16, 2004 ACCORDING TO MGL CHAPTER 40 SECTION 32.

ARTICLE 32
(Board of Selectmen)

To see if the Town will vote to accept the provisions of Section 1 of Chapter 137 of the Acts and Resolves of 2003, an Act Relative To Public Employees Serving in the Armed Forces of the United States, which would provide that an employee of the Town of Natick who has been granted a military leave of absence because the employee is a member of the army national guard, the air national guard or a reserve component of the armed forces of the United States called to active service in the armed forces of the United States after September 11, 2001, shall be entitled to receive pay at his regular base salary as such a public employee, and shall not lose any seniority or accrued vacation leave, sick leave, personal leave, compensation time or earned overtime. Any employee eligible under said Section 1 shall be paid his regular base salary as such a public employee for each pay period of such military leave of absence after September 11, 2001, reduced by any amount received from the United States as pay or allowance for military service performed during the pay period, excluding overtime pay, shift differential pay, hazardous duty pay or any other additional compensation. For purposes of said Section 1 the words "active service" shall not include active duty for training in the army national guard or the air national guard or as a reservist in the armed forces of the United States.

or otherwise act thereon.

RECOMMENDATIONS: By a vote of 12-0-0 on March 2, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 32.

The purpose of this article is to accept the general laws of the state regarding issuing compensation to a town employee when they are called to certain military active service. During the recent conflict in Iraq, the Board of Selectmen has provided compensation to town employees who are called to active service. However, Town Meeting's approval of this general law will set a uniform standard for the treatment of all town employees, who are called to active service.

The Finance Committee seeks Town Meeting's support for the subject matter of Article 32.

Motion:

VOTED UNANIMOUSLY, to accept the provisions of Section 1 of Chapter 137 of the Acts and Resolves of 2003 as stated in Article 32.

ARTICLE 33
(Board of Selectmen)

To hear and act upon the reports of the several Town officers and reports of committees authorized by vote of any further Town Meeting and to authorize a sum of money for the purpose thereof.

RECOMMENDATIONS: The Finance Committee recommends NO ACTION with regard to the subject matter of Article 33.

The purpose of this article is to hear and/or act upon reports of any committee that Town Meeting may have established.

Motion:

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 33.

A motion was made by Kenneth Goldman, seconded by Bill Chenard to dissolve.

VOTED BY MAJORITY TO DISSOLVE THE ANNUAL SPRING TOWN MEETING OF 2004.

10:50 P.M. DISSOLVED.

A record of the fifth and final session of the
Annual Spring Town Meeting of 2004.

s/Jane M. Hladick
Town Clerk of Natick

WARRANT
FOR
STATE PRIMARY ELECTION
SEPTEMBER 14, 2004

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County: Greeting:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Bldg.
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Lilja School
The voters of Precinct 8	in Natick Senior High School
The voters of Precinct 9	in Morse Institute Library
The voters of Precinct 10	in Memorial School

TUESDAY, THE FOURTEENTH DAY OF SEPTEMBER, 2004

from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the election of candidates for the following offices:

REPRESENTATIVE IN CONGRESS	7 TH CONGRESSIONAL DIST.
COUNCILLOR	2 ND COUNCILLOR DISTRICT
SENATOR IN GENERAL COURT(1-5&8)	2 ND MIDDLESEX, NRFK DIST
SENATOR IN GENERAL COURT(6-7-9-10)	NRFK, BRIS, MIDDLSX, DIST.
REPRESENTATIVE IN GENERAL COURT(1-9)	FIFTH MIDDLESEX DIST.
REPRESENTATIVE IN GENERAL COURT(P-10)	14 TH NORFOLK DIST
SHERIFF	MIDDLESEX COUNTY

And you are directed to serve this warrant by causing an attested copy of said warrant to be Published once in the newspaper called "The MetroWest Daily News", said publication to be August 26, 2004, you are also directed to post attested copied of said Warrant at the following locations in said Natick to wit: The Kennedy Middle School, Mill Street, Precinct 1: Fire Station, Speen Street, Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9 and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the

two Natick Post Offices seven days at least before September 14, 2004.

Given under our hands this 23rd day of August 2004.

s/John Ciccariello
JOHN CICCARIELLO

s/Jay H. Ball
JAY H. BALL

s/Charles M. Hughes
CHARLES M. HUGHES

s/Paul R. McKinley
PAUL R. MCKINLEY

s/John Connolly
JOHN CONNOLLY

SELECTMEN OF NATICK

A True Copy: August 23, 2004
Attest: s/Jane M. Hladick
Town Clerk

Constable s/Sebastian F. Grupposo

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS

NATICK, OCTOBER 4, 2004

Middlesex, ss

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting attested copies of said Warrant at the several locations and places therein designated for that purpose, on Thursday Oct 14, 2004, also by causing an attested copy of said Warrant to be published in the newspaper called "The Metrowest Daily News", this newspaper published in the said Town of Natick in the issue dated October 14, 2004.

s/Sebastian F. Grupposo
Constable, Town of Natick

THE COMMONWEALTH OF MASSACHUSETTS
STATE PRIMARY
TUESDAY SEPTEMBER 14, 2004

PROCEEDINGS

NATICK, SEPTEMBER 14, 2004

Meeting opened in all ten precincts at 7:00 A.M. with the usual legal formalities.

TOTAL NUMBER OF BALLOTS CAST- 3,024

<u>DEMOCRATIC – 2,609</u>		<u>REPUBLICAN – 415</u>		<u>LIBERTARIAN -8</u>		<u>GREEN RAINBOW-8</u>				
<u>DEMOCRATIC VOTE BY PRECINCT</u>										
<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>TOTALS</u>
1223	57	236	228	310	251	296	259	254	296	2,609

REPRESENTATIVE IN CONGRESS SEVENTH DISTRICT – VOTE FOR ONE

EDWARD J. MARKEY

CANDIDATE FOR RE-NOMINATION

101	3122	01	186	259	209	255	227	215	256	2,221
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WRITE-IN....16

BLANKS.....372

COUNCILLOR SECOND DISTRICT-VOTE FOR ONE

KELLY A. TIMILTY

CANDIDATE OR RE-NOMINATION

95	272	178	161	217	167	211	192	179	202	1,874
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WRITE-IN....11

BLANKS.....724

SENATOR IN GENERAL COURT SECOND MIDDLESEX & NORFOLK DISTRICT PREC 1-5&8-VOTE FOR ONE

GERARD E. DESILETS

21	62	34	49	86	0	0	33	0	0	285
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ADAM L. SISITSKY

21	146	82	62	106	0	0	95	0	0	512
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KAREN E. SPILKA

78	141	117	109	116	0	0	129	0	0	690
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WRITE-IN...1

BLANKS....24

SENATOR IN GENERAL COURT NORFOLK, BRISTOL & MIDDLESEX DISTRICT PREC 6,7,&10 VOTE FOR ONE

ANGUS G. MCQUILKEN

0	0	0	0	0	169	195	0	157	206	727
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PATRICIA B. ROSS										
0	0	0	0	0	13	23	0	18	24	78
BARBARA A. SMITH										
0	0	0	0	0	8	12	0	9	5	34
GERALD A. WASSERMAN										
0	0	0	0	0	51	54	0	60	57	222
WRITE-IN.....4										
BLANKS.....32										

REPRESENTATIVE IN GENERAL COURT FIFTH MIDDLESEX, DISTRICT-PREC 1-5 6,8&9

VOTE FOR ONE										
DAVID PAUL LINSKY										
110	310	210	189	267	2142	55	2312	19	0	2005
WRITE IN....16										
BLANKS.....292										

REPRESENTATIVE IN GENERAL COURT FOURTEENTH NORFOLK DISTRICT PREC- 10

VOTE FOR ONE										
ALICE HANLON PEISCH										
0	0	0	0	0	0	0	0	0	253	253
WRITE IN....1										
BLANKS.....42										

SHERIFF MIDDLESEX COUNTY- PREC 1-10 VOTE FOR ONE

JAMES V. DIPAOALA										
77	244	159	146	185	145	160	155	137	142	1550
ROBERT A. DEMOURA										
17	32	36	28	27	33	35	25	20	54	307
BRIAN M. GILLIS										
10	26	23	20	33	17	28	25	36	26	244
WRITE-IN.....9										
BLANKS.....499										

REPUBLICAN VOTE BY PRECINCT

11	49	38	31	43	54	54	36	47	52	415
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REPRESENTATIVE IN CONGRESS SEVENTH DISTRICT- VOTE FOR ONE

KENNETH G. CHASE										
11	45	35	29	39	48	47	34	40	51	379
WRITE IN.....3										
BLANKS.....33										

COUNCILLOR SECOND DISTRICT- VOTE FOR ONE

NO CANDIDATE										
WRITE IN.....60										
BLANKS.....355										

SENATOR IN GENERAL COURT FIFTH MIDDLESEX DISTRICT PREC 1-5 & 8 VOTE FOR ONE

JAMES F. COFFEY
11 48 34 30 42 0 0 33 0 0 198
WRITE IN.....1
BLANKS.....9

SENATOR IN GENERAL COURT NORFOLK ,BRISTOL & MIDDLESEX DISTRICT PREC 6,7,9 & 10 VOTE FOR ONE

SCOTT P. BROWN
0 0 0 0 0 48 53 0 45 51 197
WRITE IN.....1
BLANKS.....9

REPRESENTATIVE IN GENERAL COURT FIFTH MIDDLESEX DISTRICT PREC 1-5&8 6,7,&9 VOTE FOR ONE

JOHN WARREN LAMBERT
11 44 36 31 40 50 51 34 44 0 341
WRITE IN.....3
BLANKS.....19

REPRESENTATIVE IN GENERAL COURT FOURTEENTH NORFOLK DISTRICT PREC 10 VOTE FOR ONE

GEORGE P. FIELD
0 0 0 0 0 0 0 0 0 50 50
WRITE IN.....0
BLANKS.....2

SHERIFF MIDDLESEX COUNTY –PREC-1-10 VOTE FOR ONE

NO CANDIDATE
WRITE IN.....57
BLANKS.....358

LIBERTARIAN VOTE

REPRESENTATIVE IN CONGRESS SEVENTH DISTRICT

NO CANDIDATE
WRITE IN....1
BLANKS.....1
TOTAL VOTES CAST....2

COUNCILLOR SECOND DISTRICT

NO CANDIDATE.....0
WRITE IN.....0
BLANKS.....2
TOTAL VOTES CAST....2

SENATOR IN GENERAL COURT SECOND MIDDLESEX & NORFOLK DISTRICT

JAMES F. COFFEY.....0
WRITE.....0
BLANKS.....1
TOTAL VOTES CAST....1

SENATOR IN GENERAL COURT NORFOLK, BRISTOL & MIDDLESEX DISTRICT

LOUIS SINOFF.....1
WRITE IN.....0
BLANKS.....0
TOTAL VOTES CAST....1

SHERIFF MIDDLESEX COUNTY

JAMES V. DIPAOLO.....1
ROBERT A. DEMOURA ...0
WRITE IN.....0
BLANKS.....1
TOTAL VOTES CAST.....2

GREEN-RAINBOW PARTY

REPRESENTATIVE IN CONGRESS

NO CANDIDATE.....0
WRITE IN.....0
BLANKS.....2
TOTAL VOTES CAST.....2

COUNCILLOR SECOND DISTRICT

NO CANDIDATE.....0
WRITE IN.....0
BLANKS.....2
TOTAL VOTES CAST.....2

SENATOR IN GENERAL COURT SECOND MIDDLESEX & NORFOLK DISTRICT

NO CANDIDATE.....0
WRITE IN.....1
BLANKS.....0
TOTAL VOTES CAST.....1

SENATOR IN GENERAL COURT NORFOLK, BRISTOL & MIDDLESEX DISTRICT

NO CANDIDATE.....0
WRITE IN.....1
BLANKS.....0
TOTAL VOTES CAST.....1

SHERIFF MIDDLESEX COUNTY

NO CANDIDATE.....0

WRITE IN.....0
BLANKS.....2
TOTAL VOTES CAST.....2

PROCEEDING OF THE STATE PRIMARY
ELECTION TUESDAY SEPTEMBER 14, 2004

s/ Jane M. Hladick
JANE M. HLADICK
TOWN CLERK OF NATICK

WARRANT
ANNUAL FALL TOWN MEETING
OCTOBER 19, 2004

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To Any Constable of the Town of Natick in said County: Greeting:

In the name of the Commonwealth of Massachusetts you are required to notify the qualified Town Meeting Members of the said Town of Natick to meet in the Senior High School Auditorium, Natick on

TUESDAY EVENING, OCTOBER 19, 2004

at 7:30 o'clock P.M., then and there to act on the following Articles:

The following articles are to be acted upon and determined exclusively by Town Meeting Members in accordance with Chapter 2 of the Acts of 1938 and Amendments thereto and the Town Charter and subject to the referendum provided thereby.

And you are directed to serve this Warrant by causing an attested copy of said Warrant to be posted in the two Post Offices in said Natick; and at the following public places in said Natick, to wit: The Kennedy Middle School, Mill Street, Precinct 1; Fire Station, Speen Street, Precinct 2; Roche Brothers, West Central Street, Precinct 3; White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station, South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the two Post Offices seven days at least before October 19, 2004; also by causing an attested copy of said Warrant to be published once in the Newspaper called "The Metrowest Daily News", said Newspaper published in the Town of Natick and said publication to be October 6, 2004.

Hereof fail not and make due return of this Warrant with your doings thereon to the Town Clerk at or before the time appointed for holding said meeting.

Given under our hands this 20th day of September, A.D., 2004.

s/John Ciccariello
JOHN CICCARIELLO

s/Jay H. Ball
JAY H. BALL

s/Charles M. Hughes
CHARLES M. HUGHES

s/Paul R. McKinley
PAUL R. MCKINLEY

s/John Connolly
JOHN CONNOLLY

SELECTMEN OF NATICK

OFFICER'S RETURN

COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

NATICK, October 4, 2004

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting Attested copies of said Warrant at the several locations and places therein designated For that purpose, on October 4, 2004, also by causing an attested copy of said Warrant to be published in the newspaper called "The MetroWest Daily News", this Newspaper to be published in the said Town of Natick in the issue dated Wednesday October 6, 2004.

s/Sebastian F. Grupposo
Constable, Town of Natick

ANNUAL FALL TOWN MEETING
SENIOR HIGH SCHOOL AUDITORIUM
OCTOBER 19, 2004

FIRST SESSION

7:35 P.M. in the Natick High School Auditorium the meeting was called to order by Paul Connolly, Moderator who declared there was a quorum present.

Town Meeting attendance recited the Pledge Allegiance to the Flag.

The Moderator took time to read to the membership the notes of procedures to be followed.

VOTED UNANIMOUSLY, to omit reading of the articles when calling them and to refer to them by subject matter or number; to waive reading of motions when the text of the motion has been included in the article printed in the warrant; and to waive reading of Finance Committee motions or the itemization of those motions when the text of the motions or itemization has been distributed in writing to town meeting members.

The Finance Committee recommendations were reported through its Chairman, Frank Foss and its Secretary, Bruce Wright.

The Finance Committee held its Public Hearing on the Warrant Articles for the Annual Fall Town Meeting on September 21, 28, 30 and October 5, 2004.

The Planning Board held its Public Hearing on Article 25 on Tuesday, September 28, 2004.

The Finance Committee and Planning Board recommendations were mailed to all town meeting members and other officials on Wednesday, October 13, 2004.

On matters requiring a two-third (2/3) vote by statute, as authorized under Section 14 of Chapter 39 of the General Laws as recently amended by Chapter 448 of the Acts of 1996, a count need not be taken, where a 2/3rd vote is declared by the moderator. Voted under Article 44 of the Annual Spring Town Meeting of 1997.

Town Administrator, Philip Lemnios, was recognized by the Moderator to give an overview of Article 1 but was unable to finish due to the Moderator's ruling his time was up.

A motion was made by Julian Munnich, seconded by Sue Salamoff to recess for 5 minutes to allow Mr. Lemnios to finish his presentation. Motion Carries.

ARTICLE 1
(Town Administrator)

To determine what sum or sums of money the Town will appropriate and raise, or transfer from available funds, for the operation of the government of the Town of Natick, including debt and interest, and to provide for a reserve fund for Fiscal Year 2005 (July 1, 2004 to June

30, 2005), and to see what budgets for Fiscal 2005 will be reduced to offset said additional appropriations, or take any action relative thereto.

RECOMMENDATIONS: By the votes indicated below made on September 21, 2004 and September 28, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 1 and that the following Fiscal Year 2005 budgets be amended and/or supplemented as follows:

1) Budget: Police Department – Crime Prevention & Animal Control (PD), by a vote of 11-0-0 on September 21, 2004:

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation Tax Levy		PD - Sick Leave Buy Back (new line item)	\$ 42,860

2) Budget: Public Works Engineering Department (PWED), by a vote of 12-0-0 on September 21, 2004:

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Tax Levy	PWED - Salaries Operational Staff	\$ 26,000
Appropriation	Tax Levy	PWED - Operational Staff Addl. Comp.	\$ 4,000

3) Budget: Public Works Land Facilities and Natural Resources (LFNR), by a vote of 12-0-0 on September 21, 2004:

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Transfer	Public Works Highway Maintenance/Solid Waste Collection/Recycling Center - Curbside Recycling	LFNR Salaries Temporary Operational	\$ 4,000
	LFNR Planting supplies		\$ 500

4) Budget: Community Development (CD), by a vote of 12-0-0 on September 21, 2004:

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Tax Levy	CD – Salaries Operational Staff	\$ 18,000

5) Budget: Property Liability Insurance (PLI), by a vote of 12-0-0 on September 21, 2004:

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Tax Levy	Package Policy Property/Liability	\$ 33,800

6) Budget: Debt Service, Lease Purchase Contract Obligation (DSLPCO), by a vote of 12-0-0 on September 28, 2004:

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Tax Levy	[see motion]	\$1,048,542

Totals from above actions: Total Transfers:	\$ 4,500
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Total Reduction:	\$ 327,000
Total Tax Levy Use:	\$1,048,542

Positive Action Requires a MAJORITY Vote.

The purpose of this article is to supplement and/or amend the various Fiscal Year 2004 (current year) Town of Natick (hereafter “Town”) operating budgets and funds. Specifically, the Finance Committee recommends two (2) budget reductions, three (3) budget transfers and seven (7) budget appropriations.

Motion A:
Positive Motion: Bruce Wright, seconded Frank Foss.

Reduction:
VOTED UNANIMOUSLY, to reduce the following appropriation voted at the Spring Annual Town Meeting held on April 3, 2004 under Article 2 as follows:

Section G - Unclassified

PAGE B47	Debt Service	Town Administrator	(\$ 327,000)
	C. Other -Short Term Interest		

Motion B:
Positive Motion: Bruce Wright, seconded Frank Foss.

Transfer
VOTED UNANIMOUSLY, to transfer the following sums vote at the Spring Annual Town Meeting held on April 3, 2004 under Article 2 held as follows:

Section C – Public Works

PAGE B17	Public Works – Highway Maint/Sold Waste Collection/Recycling Ctr	
	Director Public Works	
	B. Operating Expense (Curbside Recycling)	(\$ 4,500)

Motion C:
Positive Motion: Bruce Wright, seconded Frank Foss.

A motion was made by Robert Allen, seconded by Peter Golden for a 3 minute recess to enable town meeting the time for more questions. Motion Carries.

VOTED UNANIMOUSLY, to appropriate the following sums to be expended under the direction of the officials indicated (in parentheses after the budget category).

Section B – Public Safety

PAGE B10	Natick Police Department	Police Chief
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A. Salaries (Vacation/Sick Leave Buy Back) \$ 42,860

Section C – Public Works Divisions

PAGE B14	Engineering Division	Director Public Works	
	A. Salaries Operational Staff		\$ 26,000
	Salaries Add'l Comp Operational Staff		<u>4,000</u>
			\$ 30,000
PAGE B18	Land Facilities & Natural Resources		
	A. Salaries Temporary Operational Staff		\$ 4,000
	B. Operating Expense (Planting Supplies)		<u>500</u>
			\$ 4,500

Section F – General Government

PAGE B29	Community Development	Director Com. Development	
	A. Salaries – Temporary Operational Staff		\$ 18,000

Section G - Unclassified

PAGE B48	Debt Service	Town Administrator	
	C. Other		\$1,250,882
PAGE B49	Property & Liability Insurance	Town Administrator	
	B. Operating Expense		\$ 33,800

And that the sum of \$1,048,542 be raised from the Tax Levy of Fiscal 2005.

ARTICLE 2
(Town Administrator)

To see if the Town will vote to appropriate a sum of money from available funds for the purpose of supplementing the stabilization fund under Article 22 of the warrant for Annual Town Meeting of 1961, as authorized by Chapter 40, Section 5B of the General Laws, as amended, or otherwise act thereon.

Finance Committee Chairman, Frank Foss offered a new positive motion as follows:

Move that the Town vote to appropriate the sum of \$167,424 to be raised from the Tax Levy of Fiscal Year 2005 to supplement the Stabilization Fund.

RECOMMENDATION: FAVORABLE ACTION with regard to the subject matter of Article 2:

Positive Action Requires a 2/3 Vote.

The purpose of this article is to fund the Town’s Stabilization fund from available funds. At this time, there is no request to fund the Stabilization Fund. Therefore, the Finance Committee recommends no action on the subject matter of Article 2.

Motion

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED UNANIMOUSLY, to appropriate the sum of \$167,424 to be raised from the Tax Levy of Fiscal Year 2005 to supplement the Stabilization Fund.

ARTICLE 3
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide, the funds necessary to implement the Terms of Agreements reached between the Town and the following collective bargaining units:

- a) SEIU Local 888 AFL-CIO (Dispatchers)
- b) Natick Patrol Officers Association
- c) International Brotherhood of Police Officers, Local 622
- d) Local 1116 Laborers’ International Union, Recreation & Human Services Employee

RECOMMENDATION: By a vote of 8-0-0 on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 3 and the sum of \$9,068.48 be raised from TAX LEVY for the following bargaining unit Terms of Agreements and budget:

Positive Action Requires a MAJORITY Vote.

- d) Local 1116 Laborers’ International Union, Recreation and Human Services Employees

1) Budget: Parks and Recreation (PR)

<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation Settlements d) above)	Tax Levy	Various Salary Line Items	\$ 9,068.48(Wage

The purpose of this Article is fund changes in the FY05 Park and Recreation Budget line items that are impacted by the recent mutual labor agreement between the Board of Selectmen and Local 1116 Laborers’ International Union, Recreation and Human Services Employees.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED BY MAJORITY, to appropriate the sum of \$9,068.48 to be expended under the direction of the Superintendent of Parks and Recreation to implement the Fiscal Year 2005 terms of agreement reached between the Town of Natick and Local 1116 Laborers' International Unions, Recreation & Human Services Employees.

PAGE B22	Supervisory Salaries	\$2,478.58
	Technical/Professional Salaries	\$6,589.90

And that the sum of \$9,068.48 be raised from the tax levy of Fiscal Year 2005.

ARTICLE 4
(Morse Institute Library Trustees)

To see what sums of money the Town will vote to raise and appropriate, or otherwise provide, to hire additional personnel for the operation of the Morse Institute Library, for the Fiscal Year July 1, 2004 to June 30, 2005.

RECOMMENDATION: By a vote of 12-0-0 on September 21, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 4 and that the sum of \$44,014 be appropriated from the Tax Levy as follows:

Budget:	Morse Institute Library – Public Library Service (MIL)		
<u>Action</u>	<u>From</u>	<u>To</u>	<u>Amount</u>
Appropriation	Tax Levy	MIL - Salaries – Part Time Operational	\$ 44,014

Positive Action Requires a MAJORITY Vote.

The purpose of this Article is to increase the funding of the operating budget for the Morse Institute Library Fiscal Year 2005 (July 1, 2004 through June 30, 2005), which was appropriated by Town Meeting during the 2004 Annual Town Meeting (April 13, 2004). Specifically, this increase will fund five part-time staff positions for the 7-month period remaining in FY05.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED BY MAJORITY, to appropriate the sum of \$44,104 to be expended under the direction of the Morse Institute Library Board of Trustees for the purpose of

Salaries	Part time Operational Staff	\$44,104.
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And that the sum of \$44,104 be raised from the Tax Levy of Fiscal Year 2005.

ARTICLE 5
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for capital equipment for the various departments of the Town of Natick, or otherwise act thereon.

RECOMMENDATION: By a vote of 11-0-0 on September 21, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 5 and that the sum of \$24,000 be appropriated from the Receipts Reserved, TJX Mitigation Fund. Positive Action Requires a MAJORITY Vote.

The purpose of this article is to fund capital equipment purchases of the Town. Specifically, the Finance Committee is recommending that Town Meeting Members approve the appropriation request of \$24,000 for partial funding to purchase two new buses. These two new buses will replace a 1998 Ford vehicle with approximately 100,000 miles and a Dodge van with approximately 82,000 miles. If approved, the \$24,000 appropriation will supplement a matching grant of \$96,000 that will be provided by the Massachusetts Bay Transit Authority (MBTA). The MBTA grant is part of a proposal that both the Towns of Framingham and Natick proposed to the Executive Office of Transportation and Construction. The Town prevailed in securing federal funding in the amount of \$96,000, in the form of a matching grant. The total cost to purchase the two buses is \$120,000. The Town's portion of this acquisition is suggested to be funded from the Receipts Reserved for TJX Traffic Mitigation Fund.

The Finance Committee seeks the support of Town Meeting members with regard to funding this appropriation request.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED UNANIMOUSLY, to appropriate the sum of \$24,000 (matching funds) to be expended under the direction of the Town Administrator and the Director of Community Development along with \$96,000 that will be provided by the Massachusetts Bay Transit Authority (MBTA) for the purpose of acquiring two (2) new buses.

And that the sum of \$24,000 be raised from Receipts Reserved TJX Mitigation Fund.

ARTICLE 6
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money to implement a Capital Improvement Program, to protect the physical infrastructure of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: By the votes indicated below, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 6 and that the sum of \$754,454 be appropriated from Tax Levy.

- 1) Windsor Ave. Boat Landing Improvements voted 12-0-0 on September 21, 2004 and the sum of \$9,500 from Tax Levy;
- 2) Westlake and Waring Roads Drainage Project voted 12-0-0 on September 21, 2004 and the sum of \$138,030 (27,606 for engineering and \$110, 424 for construction costs) from Tax Levy;
- 3) Willow Street and Washington Avenue Drainage Project voted 12-0-0 on September 21, 2004 and the sum of \$130,000 (engineering costs) from Tax Levy;
- 4) Glen Street Drainage Project voted 12-0-0 on September 21, 2004 and the sum of \$286,074 (engineering costs) from Tax Levy;
- 5) South Avenue Drainage Project voted September 21, 2004 and the sum of \$165,850 (\$33,170 engineering and \$132,680 construction costs) from Tax Levy;
- 6) Middle Street Drainage Project voted 10-0-0 voted September 28, 2004 and the sum of \$25,000 (engineering costs) from Tax Levy; and,

Total Tax Levy Use: \$754,454

Positive Action Requires a MAJORITY Vote.

The purpose of this article is to seek Town Meeting’s appropriation of a sum of money to fund certain capital improvements, under the Capital Improvement Program. The Finance Committee heard information about the six (6) requests that are being recommended for Town Meeting’s approval.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED UNANIMOUSLY, to appropriate the sum of \$754,454 to be expended under the direction of the Town Administrator and the various department heads for the purpose of the various infrastructure projects as part of the Town’s Capital Improvement Program :

Department	Project	Amount
Parks & Recreation	Windsor Ave. Boat Landing	\$ 9,500
Public Works		
– Engineering Division	Westlake & Waring Roads Drainage	\$ 138,030
	Engineering - \$ 27,606	
	Construction - \$ 110,424	
	Willow Street & Washington Avenue Drainage	\$ 130,000
	Engineering - \$ 130,000	
	Glen Street Drainage	\$ 286,074
	Engineering - \$ 286,074	
	South Avenue Drainage	\$ 165,850
	Engineering - \$ 33,170	
	Construction - \$ 132,680	
	Middle Street Drainage	\$ 25,000

Engineering - \$ 25,000

And that the sum of \$754,454 be raised from Tax Levy of Fiscal Year 2005.

ARTICLE 7
(Town Administrator)

To see if the Town will vote to appropriate and raise, or otherwise provide, a sum or sums of money as may be required for the lease and/or repair of equipment for various departments of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: NO ACTION with regard to the subject matter of Article 7:
Positive Action Requires a MAJORITY Vote.

The purpose of this article is to fund any equipment lease and/or repairs. As of the time of this writing, there are no such request(s) and thus no action is recommended by the Finance Committee.

No Action: NO ACTION TAKEN WITH REGARD TO ARTICLE 7.

ARTICLE 8
(Commission on Disability)

To see if the Town will vote to increase from 50% to 75% the amount of monies allocated to the Commission on Disability as the result of fines generated from violations of handicapped parking laws and further;

To see if the Town will vote to appropriate and raise, or otherwise provide a sum of money not to exceed \$4,125 for the purchase and installation of audio tactile push button walk signals at various intersections in Natick, curb cuts and access route installations and repairs, and to provide for disability awareness/educational materials to be used with the public and private sector or otherwise act thereon.

RECOMMENDATIONS: By a vote of 9-0-0 on September 28, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 8 and that the sum of \$4,125 be appropriated from Tax Levy.

Positive Action Requires a MAJORITY Vote.

The purpose of this article is to seek Town Meeting's positive action with regard to two related questions. Specifically, Town Meeting is first asked to increase the allowable percentage of fines collected from violations of the handicapped parking laws to be allocated to the Commission on Disability. Next, Town Meeting is asked to appropriate an amount of money, which is 75% of the handicapped parking laws fines collected in the in the previous fiscal year.

With regard to the request to increase the percentage of handicapped parking fines allocated to this purpose, the Finance Committee recommends that Town Meeting approve the increase

from fifty percent (50%) to seventy-five percent (75%). The current levels of monies allocated to this purpose from monies collected due to handicapped parking fines are 50% as indicated in the article. Since the inception of this program and the first approval by Town Meeting of such funds, 50% of the fines collected have been allocated as such. The Finance Committee heard reasonable testimony warranting increased spending for the purchase and installation of audio tactile push button walk signals, curb cuts and access route installations and repairs, and to provide for disability awareness/educational materials.

With regard to the request to appropriate an amount of money from the past fiscal year's handicapped parking fines, the Finance Committee recommends that Town Meeting approve the amount of \$4,125.00. We heard testimony regarding the past and future projects that have and/or will be provided with funding from the handicapped parking fines. Such testimony led the committee to unanimously recommend the appropriation of \$4,125.00.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED UNANIMOUSLY, to appropriate the sum of \$4,125 to be expended under the direction of the Commission for the Disabled for the purpose of installation of audio tactile push button signals at various intersections in Natick, curb cut and access route installation and repairs and to provide for disability awareness/education materials to be used with the public and private sector.

And that the sum of \$4,125 be raised from the Tax Levy of Fiscal 2005.

ARTICLE 9
(Commission on Disability)

To see if the Town in accordance with Massachusetts General Laws, Chapter 40: Section 22A, will vote to raise the amount of fines for handicapped parking violations in the following amounts:

- 1) Handicapped Parking Violations: from \$100.00 to \$200.00
- 2) Access Aisle Violations: from \$200.00 to \$300.00

RECOMMENDATIONS: By a vote of 10-0-0 on September 30, 2004, the Finance Committee recommends REFERRAL TO THE NATICK COMMISSION ON DISABILITY with regard to the subject matter of Article 9.

Positive Action Requires a MAJORITY Vote.

The purpose of this article is to seek Town Meeting's assent to increase fines for violations of handicapped parking within a designated handicapped parking space and handicapped access aisles. The Finance Committee heard testimony with regard to this matter, which supported both a positive and negative viewpoints with compelling facts that warrant Town Meeting's future view of this matter.

While reviewing this matter and the Town of Natick By-laws (By-laws), specifically Article 50 – Police Regulations, Section 22 – Designated Parking Spaces for Handicapped, Subsection 22, we discovered that the violations for handicapped parking laws are specifically set a one hundred dollars (\$100.00). Since the subject matter of this article does not modify the Town’s By-laws, we believe that it should be returned to the sponsor – the Natick Commission on Disability – for further study and possible later return for further consideration by Town Meeting.

Motion:
Referral Motion: Bruce Wright, seconded Frank Foss.

VOTED UNANIMOUSLY, to refer the subject matter of Article 9 to the Natick Commission on Disability.

ARTICLE 10
(Recreation and Parks Commission)

To see if the Town will vote to raise and appropriate, transfer from available funds or otherwise provide a sum of money for site improvements and renovations of the Dug Pond Boat Landing on Windsor Avenue for the protection of Dug Pond; and to determine whether this appropriation will be raised by borrowing or otherwise; or otherwise act thereon.

RECOMMENDATIONS: NO ACTION with regard to the subject matter of Article 10:

Positive Action Requires a MAJORITY Vote.

This article seeks funding for specific capital improvements and renovations to the Dug Pond Boat Landing located on Windsor Avenue. The sponsor, the Recreation and Park director and the town administration testified that the subject matter of this article should be considered under Article 6 of the 2004 Fall Town Meeting Warrant. Therefore, please refer to the Finance Committee’s recommendation for funding this capital improvement under Article 6 above.

No Action: NO ACTION TAKEN WITH REGARD TO ARTICLE 10.

ARTICLE 11
(Town Administrator)

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide, a sum of money to be expended by the Department of Public Works to implement the cleaning and relining of approximately 14,250 feet of water main along the section of Speen Street from the Sherborn town line to the Framingham town line; and to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

RECOMMENDATIONS: By a vote of 12-0-0 on September 28, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 11 and that the sum of \$1,700,000 be raised by borrowing.

Positive Action Requires a 2/3 Vote.

The purpose of this article is to seek funding for phase 4 of the Town's Water Main Cleaning and Relining Program. The Finance Committee recommends Town Meeting's approval to borrow \$1,700,000.00 for the purposes of this article. Should Town Meeting approve this article as recommended, it will permit the cleaning and re-lining of approximately 14,250 linear feet of water main in Speen Street, between the Sherborn and Framingham town lines. Cleaning and relining of the Town's water mains removes the iron and manganese that builds up on the inside of pipes over a number of years. The work will insure cleaner water and better water pressure in the project areas upon completion of the project. Specifically, this work consists of installing temporary water pipes on Speen Street at grade level, excavating of pits along Speen Street providing access to water mains, and cleaning and relining with cement slurry of the water mains. The project will be bid with previously approved phase 3 projects which include three locations: Union Street, Summer Street and Pond Street.

The annual impact of this project to the average resident's water rate is approximately \$6.80 per year over a twenty-year period (or a 3.25% increase on average to water rates).

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED BY DECLARED 2/3RD, to appropriate the sum of \$1,700,000 to be expended under the direction of the Director of Public Works and the Town Administrator to implement the cleaning and relining of approximately 14,250 linear feet of water main on Speen Street between the Sherborn and Framingham town lines and to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$1,700,000 under Mass General Laws Chapter 44 Section 8(5).

ARTICLE 12
(Town Administrator)

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money to be expended by the Department of Public Works for the planning, study, design +and/or repair of the Town's sewer system to identify and/or prohibit extraneous flow in the form of Infiltration and Inflow into the Town sewer system; and to determine whether this appropriation shall be raised by borrowing or otherwise; or otherwise act thereon.

RECOMMENDATIONS: By a vote of 12-0-0 on September 28, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 12 and that the sum of \$615,000 be raised by borrowing in the amount of \$338,250 and a grant provided by the Massachusetts Water Resources Authority in the amount of \$276,750.

Positive Action Requires a 2/3 Vote.

The purpose of this article is to allow the Town to receive a grant and a zero percent (0%) loan from the Massachusetts Water Resources Authority (MWRA). Such funds will be used to help the Town in finding infiltration and inflow (I & I) into the Town's sewer system. Removing I & I from the Town's sewer system reduces the amount of chargeable sewage flow sent to the MWRA infrastructure and facilities. The Town has taken advantage of this MWRA funding

program in the past with great success. Upon approval, the Town will be able to study I & I and will examine approximately 75 miles of the Town sewer system in various areas of the Town, which represents approximately one-half (1/2) of the total miles of the Town sewer system. The estimates cost of this project is \$615,000.00. The Town anticipates that forty-five percent (45% or \$276,750.00) of this cost will be funded by a grant from the MWRA and fifty-five percent (55% or \$338,250.00) will be funded by a interest free loan payable in five equal payments over a five year period.

The annual impact of this project to the average resident's sewer rate is approximately \$6.36 per year over a five-year period (or a 2.88% increase on average to sewer rates).

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED UNANIMOUSLY, to appropriate the sum of \$615,000 to be expended under the direction of the Director of Public Works and the Town Administrator for the planning study, design and/or repair of the Town's sewer system to identify and/or prohibit extraneous flow in the form of Infiltration and Inflow into the sewer system; that to meet this appropriation the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$615,000 under Massachusetts General Laws Chapter 44 Section 7(1); that the Treasurer with the approval of the Selectmen is authorized to borrow all or a portion of such amount from the Massachusetts Water Resources Authority ("MWRA") and in connection therewith to enter into a loan agreement and/or security agreement with the MWRA with respect to such loan; and that the Board of Selectmen be authorized to contract for and expend any federal state or other aid available for the project, including any grant related to such project from the MWRA.

ARTICLE 13
(Town Administrator)

To see if the Town will vote to raise and appropriate, transfer from available funds, or otherwise provide a sum of money for the construction of a Town sewer system to service the areas of Clubhouse Lane, and Saddlebrook Road; to determine whether this appropriation shall be raised by borrowing or otherwise; such work to be performed and betterments to be assessed in accordance with applicable Massachusetts law and the Town of Natick By-Laws, Article 71; and to authorize the Board of Selectmen to acquire by purchase, eminent domain or otherwise, easements for utility purposes to permit the installation of Town sewer pipe in Saddlebrook Road, and service connections from said sewer pipe, and to allow the repair and maintenance thereof; or otherwise act thereon.

RECOMMENDATIONS: By a vote of 9-0-0 on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 13 and that the sum of \$352,000 be appropriated from borrowing.

Positive Action Requires a 2/3 Vote.

The purpose of this article is to provide funding to construct a sewer system to serve the areas of Clubhouse Lane and Saddlebrook Road. If approved, this project would be done under the Town's Betterment By-law. Such By-law provides that residents pay seventy-five (75%) of the

total cost of the project - \$352,000.00. The project was precipitated by previous articles before Town Meeting and the failure of cesspool and septic system Title 5 tests in the area.

The Town engineer recently met with the residents to review the design of the system and to discuss the estimates compiled by the Town. The Town developed two plans to provide sewer to all the residences on the two streets. One plan - a gravity sewer system - totaled \$965,000.00. This plan would be funded \$723,750.00 by betterment and \$241,250.00 from the Town Sewer and Water Revenues. The other plan – a low pressure sewer service – totaled \$352,000.00. This plan, which was reported to be the plan of choice by the residents and is the plan recommended by the Finance Committee, would be funded \$264,000.00 by betterment and \$88,000.00 from the Town Sewer and Water Revenues.

The residents held their own meetings to discuss whether or not they wanted to pursue project approval at Town Meeting. Residents presented the Finance Committee with a petition signed by eleven (11) of the eighteen (18) residences that would be affected. All homeowners signing live on Clubhouse Lane; none of the residents of Saddlebrook Road signed the petition. It should be noted that the residents will also be required to pay for sewage pumps and other related home located devices in addition to the betterment costs of the low pressure sewer system. Residents clearly understood this fact and testified that they were willing to move forward to seek Town Meeting's approval of this article, so that the low pressure sewer system would proceed after appropriate bidding and award processes.

The annual impact of this project to the average resident's sewer rate is approximately \$.84 per year over a twenty-year period (or a .37% increase on average to sewer rates).

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

After many questions and answers a motion was made by Sue Salamoff, seconded by Sebastian Gruppiso to move the question. Voted by declared 2/3rd to move the question.

VOTED UNANIMOUSLY, to appropriate the sum of \$352,000 to be expended under the direction of the Director of Public Works and the Town Administrator to construct a system of sewer mains, lateral lines, trunk mains, and pump stations to service the areas of Clubhouse Lane, and Saddlebrook Road; such work to be performed and betterments assessed in accordance with the Town of Natick By-Laws Article 71 and further the Treasurer with the approval of the Board of Selectmen is authorized to borrow \$352,000 under Massachusetts General Laws Chapter 44 Section 7(1).

A motion was made by Herb Kupchik, seconded by Sue Salamoff to adjourn until Thursday, 7:30 PM in this auditorium. VOTED UNANIMOUSLY TO ADJOURN.
10:00 PM ADJOURNED.

A record of the first session of the
Annual Fall Town Meeting of 2004.

s/Jane M. Hladick
Town Clerk of Natick

ANNUAL FALL TOWN MEETING
OCTOBER 21, 2004
SECOND SESSION

7:38 P.M. Meeting called to order by the Moderator who declared there was a quorum present.

Town Meeting members Rocky Melchiorri and Robert Caso were sworn in.

A motion was made by Richard Sidney, seconded by Sebastian Grupposo that the following resolution be entered into the official record of this Town Meeting.

RESOLUTION

Whereas, the Fourth of July is commemorated each year as Independence Day and is one of our most beloved national holidays, and

Whereas, the Natick Friends of the Fourth Committee is an all-volunteer organization dedicated to celebrating the spirit of our Nation's Independence, and

Whereas, the Natick Friends of the Fourth Committee has celebrated forty-nine years in the Town of Natick, providing enjoyment to Natick's families and honoring our Nation, and

Whereas, the Fourth of July celebration could not exist without the tireless volunteer efforts of many Natick residents,

Be It Resolved, that the Annual Fall Town Meeting honor, appreciate and thank the efforts of all of the members and workers of the Natick Friends of the Fourth Committee for all of its hard work and dedication.

VOTED UNANIMOUSLY, to enter this resolution into the official record of this Town Meeting.

ARTICLE 14
(Mark Brambilla, et al)

We the registered voters of Natick, Massachusetts request the Town of Natick to raise and/or appropriate funds for the purpose of certain storm water drain improvements in the Bennett-Hemenway school area. Said improvements are believed necessary as recent school construction failed to properly provide for the efficient drainage of rain waters from the school area into the sewer system. Presently the intersection of Westlake Road and Waring Road regularly floods during moderate to heavy rain events. This intersection is a residential neighborhood that bears much pedestrian, car and school bus traffic during the morning and mid-afternoon hours related to the school's operation. Flood levels are routinely approaching the resident's homes threatening damage to property. Water levels during said storms reach mid-wheel on a school bus. Manhole covers become displaced and uncovered manholes, not visible due to floodwaters, threaten the passing vehicles. Children often play and swim in the floodwater amongst the collected drainage debris and are too at peril of being swallowed by the open manholes to their certain demise.

We the voters and residents request the Town of Natick to address this drainage concern with due expedience and make the remedy of this safety concern of utmost priority.

RECOMMENDATIONS: NO ACTION with regard to the subject matter of Article 14:

Positive Action Requires a MAJORITY Vote.

The purpose of this article, which was proposed by a citizen petition, is to fund a certain sewer project in the area of the Bennett-Hemenway School (Westlake Road and Waring Road areas). The sponsors of this article did not appear before the Finance Committee, so the committee assumed that no action is warranted hereunder. However, Town Meeting should have heard this project’s recommendation to be funded under Article 6 above, where the Finance Committee recommended favorable action with regard to this area’s drainage project.

No Action taken with regard to the subject matter of Article 14.

ARTICLE 15
(Town Administrator)

To see if the Town will vote to rescind the following amounts of unissued debt authorized for the following purposes;

<u>Amount Rescinded</u>	<u>Article Number</u>	<u>Date of Vote</u>	<u>Purpose</u>
\$100,000.00	Article 21	April 11, 2002	Golf Course

or take any other action relative thereto.

RECOMMENDATIONS: By a vote of 12-0-0 on September 21, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 15.

Positive Action Requires a MAJORITY Vote.

The purpose of this article is to rescind past Town Meeting borrowing authorizations. Specifically, the amount approved by Town Meeting is an authorization which has not been enacted by the bond issuing authority (i.e., Board of Selectmen). Town Meeting’s affirmative action on the recommended motion will remove the borrowing authorizations as itemized in the motion. Town administration should be available to answer questions and/or provide details about the specific recommendations. The Finance Committee seeks Town Meeting’s support for the subject matter of Article 15.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED UNANIMOUSLY, to rescind the following amounts of un-issued debt authorized for the following purposes;

<u>Amount Rescinded</u>	<u>Date of Vote</u>	<u>Article Purpose</u>
\$100,000	April 11, 2002	Golf Course

ARTICLE 16
(Town Administrator)

To see if the Town will vote to raise and appropriate, or otherwise provide such sums of money as may be required for the payment of unpaid bills of previous years, incurred by the departments, boards and officers of the Town of Natick, or otherwise act thereon.

RECOMMENDATIONS: NO ACTION with regard to the subject matter of Article 16:
Positive Action Requires a MAJORITY Vote.

No Action taken with regard to the subject matter of Article 16.

ARTICLE 17
(Town Administrator)

To see if the Town will vote to authorize and direct the Board of Assessors to take a sum of money from Surplus Revenue - Free Cash to reduce the tax levy for the current fiscal year.

RECOMMENDATIONS: NO ACTION with regard to the subject matter of Article 17:
Positive Action Requires a MAJORITY Vote.

No Action taken with regard to the subject matter of Article 17.

ARTICLE 18
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to submit to the Massachusetts Economic Assistance Coordinating Council an application designating the property located at 2 and 3 Apple Hill Drive, Natick, MA, described on Assessor's Map 19, as Parcel 7, as an Economic Opportunity Area.

RECOMMENDATION: By a vote of 8-0-0 (Mr. Mattice abstaining) on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 18:

Positive Action Requires a MAJORITY Vote.

The purpose of this article is to authorize the Selectmen to submit an application to the appropriate state agency (Massachusetts Economic Assistance Coordinating Council or MEACC). Such application is part of the Economic Development Incentive Program (EDIP). Specifically, Massachusetts General Law (M.G.L.) Chapter 40, Section 59 permits the EDIP and its three major components.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED BY MAJORITY, to authorize the Board of Selectmen to submit to the Massachusetts Economic Assistance Coordinating Council an application designating the property located at 2 and 3 Apple Hill Drive, Natick, MA, described on Assessor's Map 19 as Parcel 7, as an Economic Opportunity Area.

ARTICLE 19
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to enter into a Tax Increment Financing Plan with The Math Works, pursuant to the provisions of Chapter 40, Section 59 of the Massachusetts General Laws, in connection with the purchase of property located at 2 and 3 Apple Hill Drive, Natick, MA, shown on Natick Assessors' Map 19 as Parcel 7, which is the subject matter of a Certified Project Application prepared by The Math Works, and to authorize the Board of Selectmen to execute such documents and to take such action as is necessary to obtain approval of the Certified Project Application and to implement said Tax Increment Financing Plan, a copy of which is on file in the office of the Natick Town Clerk.
Or otherwise act thereon.

RECOMMENDATION: By a vote of 8-0-0 (Mr. Mattice abstaining) on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 19:

Positive Action Requires a MAJORITY Vote.

This article is associated with Article 18. As indicated in Article 18, the Town may enter into a TFI agreement which, after approval of Article 19, is negotiated and executed between and by the Board of Selectmen and MathWorks. Also as indicated above and in MathWorks' Economic Impact Report is the basis of the minimal financial impact of the TIF agreement that the Town realize in any agreement that is ratified, after approval of and consistent with this article.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED BY MAJORITY, to Authorize the Board of Selectmen to enter into a Tax Increment Financing Plan with the Math Works, pursuant to the provisions of Chapter 40, Section 59 of the Massachusetts General Laws, in connection with the purchase of property located a 2 and 3 Apple Hill Drive, Natick, MA., shown on Natick Assessors' Map 19 as parcel 7, which is the subject matter of a Certified Project Application prepared by the Math Works, and to authorize the Board of Selectmen to execute such documents and to take such action as is necessary to obtain approval of the Certified Project Application and to implement said Tax Increment Financing Plan, a copy of which is on file in the office of the Natick Town Clerk and, that the town provide that the Tax Increment Financing as stated in the text of Article 19 an agreement negotiated by the Board of Selectmen shall not exceed 1% of the increment defined in 760 CMR 22.05(4) for a number of years not to exceed twenty, and further that the Board of

Selectmen seek input from the Board of Assessors, Planning Board and Finance Committee regarding the form of the final agreement.

ARTICLE 20
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to acquire a parcel of land with the buildings thereon owned now or formerly by the Commonwealth of Massachusetts and used now or formerly as a National Guard Armory; said parcel contains approximately 34,180 square feet, is located at 97 East Central Street, Natick, MA, and is shown on Town of Natick Assessors' Map 44 as Parcel 269; to see what sum of money the Town will vote to appropriate for the purposes of this article; to determine how said appropriation shall be raised, whether by transfer from available funds, borrowing or otherwise; to see if the Town will vote to authorize the Board of Selectmen to apply for and receive on behalf of the Town grants, gifts or donations for the purposes of this article from federal, state or private sources; to authorize the Board of Selectmen to execute all documents and to take any action necessary to accomplish the purposes of this article;

or otherwise act thereon.

RECOMMENDATIONS: NO ACTION with regard to the subject matter of Article 20:
Positive Action Requires a MAJORITY Vote.

No Action taken with regard to the subject matter of Article 20.

ARTICLE 21
(Board of Selectmen)

To see if the Town will vote to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the following form, provided that the Legislature may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition.

AN ACT AUTHORIZING THE COMMONWEALTH OF MASSACHUSETTS TO CONVEY CERTAIN PROPERTY TO THE TOWN OF NATICK

Be it enacted by the Senate and House of Representatives in General Court assembled, and by the authority of the same, as follows:

SECTION 1: Notwithstanding sections 40E through 40J of Chapter 7 of the General Laws or any other general or special law to the contrary, the Commonwealth of Massachusetts may convey to the town of Natick, upon such terms as the commissioner of capital asset management shall determine, a parcel of land with the buildings thereon owned by the Commonwealth of Massachusetts and used now or formerly as a National Guard Armory. Said parcel contains approximately 34,180 square feet, is located at 97 East Central Street in said town, and is shown on town of Natick Assessors' Map 44 as Parcel 269.

SECTION 2: This act shall take effect upon its passage.

RECOMMENDATION: By a vote of 10-0-0 on September 30, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 21:

Positive Action Requires a MAJORITY Vote.

The purpose of this article is to assent to providing the above text of an act that will go before the Massachusetts Senate and House of Representatives. This act will provide the Commonwealth of Massachusetts administration to convey, transfer and/or sell property located in the Town known as the Natick National Guard Armory property. As Town Meeting Members may know, the Board of Selectmen and Town Administrator have been working toward the purchase and/or conveyance of this property.

Selectmen and the Town Administrator should be available to provide additional information and answer questions with regard to this matter.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED BY MAJORITY, to authorize the Board of Selectmen to petition the General Court to enact legislation in substantially the form stated above provided that the Legislature may reasonably vary the form and substance of the requested legislation within the scope of the general public objectives of this petition when authorizing the Commonwealth of Massachusetts to convey certain property to the Town of Natick as stated in the text of Article 21.

ARTICLE 22
(Town Administrator)

To see if the Town will vote to accept the following streets and appurtenant easements as laid out and filed with the Town Clerk, and as shown on street acceptance plans on file with the Town Clerk:

Libby Road

Samuel Path

Marie Path

Katie Path

Pheasant Hollow Road (from the end of the current accepted portion to Theresa Lane)

or otherwise act thereon.

RECOMMENDATION: By a vote of 12-0-0 on September 28, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the following streets:

Libby Road.

Positive Action Requires a MAJORITY Vote.

This article seeks Town Meeting’s approval to accept Libby Road, Samuel Path, Marie Path, Katie Path and a certain portion of Pheasant Hollow Road, including any appurtenant easements associated with these unaccepted ways. It was reported that Libby Road was the only unaccepted public way listed in this article that had its performance bonds released by the Planning Board. The Planning Board and Selectmen both voted to accept Libby Road. To those ends, the Finance Committee recommends that only Libby Road and any appurtenant easements therein be accepted at this time. Town Officials should be available to answer Town Meeting Member questions with regard to the subject matter of this article.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED UNANIMOUSLY, to accept the following street and appurtenant easements as laid out and filed with the Town Clerk:

Libby Road

The Moderator wished to speak to Article 23 and so for that reason the Town Clerk would be moderator for this article.

ARTICLE 23
Charter Amendment: Referendum Procedure
(Town Moderator)

To see if the Town will vote to approve an amendment to Section 2-13 of Chapter 2 of the Natick Home Rule Charter for submittal to the voters in order to (1) correct the procedures for calling the election so that they are in compliance with the General Laws; (2) allow the Selectmen more latitude in scheduling the election; (3) define the referendum procedure so that it is only permitted to reverse the action taken by Town Meeting on an affirmative main motion properly introduced, debated, and either approved or disapproved; (4) describe the effect of subsidiary motions applied to the main motion; (5) revise the list of cases for which referendum is not allowed; and (6) handle the issue of formulating the ballot question to insure that it is clear to the voters; or otherwise act thereon.

RECOMMENDATION: By a vote of 9-0-0 on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 23:
Positive Action Requires a MAJORITY Vote.

The purpose of this article is to address proposed changes that are intended to correct perceived problems with the referendum procedure described in Section 2-13 of Article 2 of the Natick Home Rule Charter. The proposed changes embrace six areas: (1) correct the procedures for calling the election so that they are in compliance with the General Laws; (2) allow the Selectmen more latitude in scheduling the election; (3) define the referendum procedure so that it is only permitted to reverse the action taken by Town Meeting on an affirmative main motion properly introduced, debated, and either approved or disapproved; (4) describe the effect of subsidiary motions applied to the main motion; (5) revise the list of cases for which referendum is not allowed; and (6) handle the issue of formulating the ballot question to insure that it is clear to the voters.

The Finance Committee is in agreement with most of the sponsor's proposed changes that this article seeks to make. Specifically, we agreed with changes that would define the referendum procedures so that it is only permitted to reverse the action taken by Town Meeting after an affirmative main motion, properly dealt with by Town Meeting, is either approved or disapproved. The following represents the changes recommended by the Finance Committee:

(1) In Section 2-13 (a), in the first sentence,

(1a) Delete the beginning words of the sentence:

No final vote of the representative town meeting under any warrant article

and insert in their place the words:

No final vote of the representative town meeting to approve or reject an affirmative main motion under a warrant article

(1b) Delete the following words of the sentence:

a vote to adjourn or to dissolve a town meeting,

As amended, the first sentence would read:

No final vote of the representative town meeting to approve or reject an affirmative main motion under a warrant article, but not including a vote appropriating money for the payment of notes or bonds of the town and interest thereon coming due, a vote appropriating money in anticipation of taxes or other revenue, or a vote declared by preamble to be an emergency measure, necessary for the immediate preservation of the peace, health, safety or a convenience of the town, shall be operative until the expiration of seven days following the dissolution of the meeting.

(2) Delete Section 2-13 (b). Insert the following new text:

(b) Subsidiary Motions - The affirmative main motion subject to referendum shall be the final form of the motion as modified by any amendments adopted. Whenever a subsidiary motion to lay upon the table, to refer, or to postpone indefinitely is applied to the affirmative main motion and is voted by the representative town meeting, the affirmative main motion shall be deemed to have been rejected.

In addition to the above changes, the Finance Committee agreed with the sponsor's changes to the Natick Home Rule Charter (Charter) under this article except for one proposed change. Specifically, we disagreed with changes to the timeframes in which the Selectmen would call an election after a referendum proponent has met all requirements in the Charter. We voted that the Selectmen should call a town election within thirty-five (35) day but no more than ninety-five (95) days after the certification of referendum signatures. The following represents the change recommended by the Finance Committee:

(3) In Section 2-13 (c), in the second sentence:

(3a) Delete the word “ten” and insert in its place the word “fourteen”.

(3b) Delete the words:

call a special election to be held on a date fixed by it not less than fourteen nor more than twenty-one days later for submission of such question, or questions, to the voters for a final determination

and insert in their place the words:

upon certification of the signatures, cause the question to be placed on the ballot at a town election scheduled to occur not less than thirty-five days later or more than ninety-five days later.

As amended, the second sentence would read:

The board of selectmen shall, within fourteen days following the filing of such petition, upon certification of the signatures, cause the question to be placed on the ballot at a town election scheduled to occur not less than thirty-five days later or more than ninety-five days later.

(4) In Section 2-13 (d), delete the word “Questions” and insert in its place the words “A question”.

(5) In Section 2-13 (e), in the second sentence, in the phrase “at such special election”, delete the word “special”.

The Finance Committee seeks Town Meeting’s support on the following motion that seeks to amend Section 2-13 of Article 2 of the Charter. In addition, we composed the motion so that the voters would have the ability to vote on these matters in the form of two questions. We feel providing the proposed motion to the voters in two questions would provide greater clarity regarding the subject matter and ability to choose to vote positively or negatively on each of the topic subject matters.

Motion A:

Positive Motion: Bruce Wright, seconded Frank Foss.

Many questions were asked with regard to Motion A.

A motion was made by Dight Crain, seconded by Joan Craig to move the question. VOTED UNANIMOUSLY, to move the question.

COUNTED VOTE 99 YES, 7 NO, to amend Section 2-13 of Article 2 of the Natick Home Rule Charter for submittal to the voters in the form of two questions. The amendments are as follows:

(1) In Section 2-13 (a), in the first sentence,

(1a) Delete the beginning words of the sentence:

No final vote of the representative town meeting under any warrant article and insert in their place the words:

No final vote of the representative town meeting to approve or reject an affirmative main motion under a warrant article.

(1b) Delete the following words of the sentence:

a vote to adjourn or to dissolve a town meeting,

As amended, the first sentence would read:

No final vote of the representative town meeting to approve or reject an affirmative main motion under a warrant article, but not including a vote appropriating money for the payment of notes or bonds of the town and interest thereon coming due, a vote appropriating money in anticipation of taxes or other revenue, or a vote declared by preamble to be an emergency measure, necessary for the immediate preservation of the peace, health, safety or a convenience of the town, shall be operative until the expiration of seven days following the dissolution of the meeting.

(2) Delete Section 2-13 (b). Insert the following new text:

(b) **Subsidiary Motions** - The affirmative main motion subject to referendum shall be the final form of the motion as modified by any amendments adopted. Whenever a subsidiary motion to lay upon the table, to refer, or to postpone indefinitely is applied to the affirmative main motion and is voted by the representative town meeting, the affirmative main motion shall be deemed to have been rejected.

THE FOREGOING AMENDMENT TO THE HOME RULE CHARTER WAS APPROVED BY THE ATTORNEY GENERAL ON NOVEMBER 24, 2004. POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO NATICK POST OFFICES ON DECEMBER 1, 2004 ACCORDING TO MGL CHAPTER 40, SECTION 32.

Motion B:

Positive Motion: Bruce Wright, seconded Frank Foss.

A motion was made by Paul Griesmer, seconded by Sue Shea to amend motion B in the line beginning “upon certification” by changing the 95 day requirement to 120 days.

A motion was made by Sue Salamoff, seconded by Ed Salamoff to amend motion B in the line beginning “upon certification” by changing the “not less than 35 days later or more than 95 days later” to “not less than 14 days later or more than 35 days later”.

A motion was made by Jennifer Garrant, seconded by Peter Golden to amend motion B in the line beginning “upon certification” by changing the 95 day requirement to 180 days.

A motion was made by Dight Crain, seconded by Herb Kupchik to move the question.

VOTED UNANIMOUSLY TO QUESTION.

Griesmer amendment loses.

Salamoff amendment loses.

Garrant amendment was counted 43 Yes, 59 No. Amendment loses.

MOTION B AS PRINTED: COUNTED VOTE 55 YES, 33 NO MOTION B LOSES DUE TO NOT OBTAINING THE REQUIRED 2/3RD VOTE.

(3) In Section 2-13 (c), in the second sentence:

(3a) Delete the word “ten” and insert in its place the word “fourteen”.

(3b) Delete the words:

call a special election to be held on a date fixed by it not less than fourteen nor more than twenty-one days later for submission of such question, or questions, to the voters for a final determination

and insert in their place the words:

upon certification of the signatures, cause the question to be placed on the ballot at a town election scheduled to occur not less than thirty-five days later or more than ninety-five days later.

As amended, the second sentence would read:

The board of selectmen shall, within fourteen days following the filing of such petition, upon certification of the signatures, cause the question to be placed on the ballot at a town election not less than thirty-five days later or more than ninety-five days later.

(4) In Section 2-13 (d), delete the word “Questions” and insert in its place the words “A question”.

(5) In Section 2-13 (e), in the second sentence, in the phrase “at such special election”, delete the word “special”.

ARTICLE 24
(School Committee)

To see if the Town will vote to amend the Town of Natick By-Law by amending Article 53 which reads:

Article 53

Use of Recreational Conveyances

Section 1 Prohibited Areas of Use

Recreational conveyances, both motorized and non-motorized, including, but not limited to, scooters, skateboards, roller skates, and roller blades may not be used or operated in, on or upon any non-school building owned by the Town of Natick or the stairs and grounds of a non-school building owned by the Town of Natick, except grounds specifically designated for recreational use or operation. Such recreational conveyances may not be used or operated upon any private building or land where the owner or other person in control of the property has posted a notice prohibiting such use or operation.

The amendment would be to remove the words "non-school" and read as follows:

Section 1. Prohibited Areas of Use

Recreational conveyances, both motorized and non-motorized, including, but not limited to, scooters, skateboards, roller skates, and roller blades may not be used or operated in, on or upon any building owned by the Town of Natick or the stairs and grounds of a building owned by the Town of Natick, except grounds specifically designated for recreational use or operation. Such recreational conveyances may not be used or operated upon any private building or land where the owner or other person in control of the property has posted a notice prohibiting such use or operation.

RECOMMENDATION: By a vote of 8-1-0 on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 24: Positive Action Requires a MAJORITY Vote.

The purpose of this article is to amend the Natick By-laws as indicated in the text of the article. The School Committee sponsored this article and voted 6-1-0 in favor of its affirmative passage. Town Meeting may remember that it approved Article 53 of the By-laws at a recent Town Meeting. The Finance Committee amended the initial text of the then proposed article to exclude school controlled buildings due to a perceived lack of communications between the sponsor and the School Committee and school administration. The superintendent has now reported that the School Committee and school administration preferred for school properties to be treated similarly to all other Town-owned buildings so that there will be consistency in regulations and/or local law and treatment by the regulating authority – police department.

The Finance Committee concurs with the School Committee and school administration and seeks Town Meeting's approval on the subject matter of this article. School Committee and/or school administrators should be available to provide further information or answer any questions.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

A motion was made by Martin Kessel, seconded by Sue Salamoff to amend Article 24 by deleting the words “non school” and “except grounds specifically designated for recreational use or operation” and adding after the words “or the stairs and “to the extent prohibited and indicated by appropriate signage, the”

AMENDMENT LOSES.

A Motion was made by Peg Broekel, seconded by Charlene Foss to move the question.
VOTED BY DECLARED 2/3RD TO MOVE THE QUESTION.

VOTED BY MAJORITY, to amend the Town Natick By-Laws by amending Article 53 as stated in the text of Article 24

THE FOREGOING AMENDMENT TO THE TOWN BY-LAWS APPROVED BY THE ATTORNEY GENERAL ON NOVEMBER 24, 2004. POSTED IN ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE TWO NATICK POST OFFICES ON DECEMBER 1, 2004 ACCORDING TO MGL CHAPTER 40, SECTION 32.

ARTICLE 25
(Planning Board)

To see if the Town of Natick will amend its Zoning By-Laws in the following respects, or otherwise act thereon:

Insert new areas of the Housing Overlay Option Plan – II (HOOP-II) District after Area a) to read as follows:

Area b):
As shown on the Town of Natick 2004 Assessor’s Map 44 Lots 269, 270, 271A and 271B.

Area c):
As shown on the Town of Natick 2004 Assessor’s Map 35 Lots 39, 41, 41A, 40, 44, 99, 100, 101, 102, 103, 104, 43, 42 and Map 43 Lots 466, 467, 467A, 468, 469.

Area d):
As shown on the Town of Natick 2004 Assessor’s Map 36 Lots 1A, 1B, Map 44 Lot 277, Map 37 Lots 90A, 90C, and 91.

RECOMMENDATION: By a vote of 9-0-0 on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 25:

RECOMMENDATION: The Natick Planning Board recommends FAVORABLE ACTION with regard to article 25. The zoning article proposes to create three more additional HOOP II overlay zones. We are not proposing to change any of the density or bonus provision.

Positive Action Requires a 2/3rd Vote.

The purpose of this article is to amend the recently enacted article which defines the Housing Overlay Option Plan – II (HOOP II) overlay district. Town Meeting may remember that it approved the HOOP I and HOOP II overlay districts at the 2004 Annual Town Meeting session. The scope of this amendment is limited to the addition of three areas to the HOOP II overlay district. The three areas being considered by Town Meeting are: 1) multiple lots known as the Natick armory property and other town-owned land where the Natick Courthouse and Senior Center are currently located; 2) multiple lots north along Route 135, which are east of Mansfield Road; and, 3) multiple lots along the east side of North Main Street, which are in the areas of Middlesex and Cochituate Roads. Acceptance of this amendment does not alter the existing zoning or current uses for any of these properties. The Finance Committee understands that the subject matter of this article was before the Planning Board at a hearing held on September 28, 2004. At such time, the Planning Board vote to recommend favorable action with regard to the subject matter of this article. Community Development and Planning Board members should be available to further discuss this article and answer questions.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss.

VOTED BY DECLARED 2/3RD , to amend its Zoning By-Laws BY INSERTING IN Section II - B 8..b, after Area a), a new Area b), Area c) and Area d), as stated in the text of Article 25.

THE FOREGOING AMENDMENT TO THE TOWN ZONING BY-LAWS
APPROVED BY THE ATTORNEY GENERAL ON NOVEMBER 24, 2004. POSTED
IN ALL TEN PRECINCTS AND THE TOWN BULLETIN BOARD AND IN THE
TWO NATICK POST OFFICES ON DECEMBER 1, 2004 ACCORDING TO MGL
CHAPTER 40, SECTION 32.

A motion was made by Julian Munnich, seconded by Josh Ostroff to enter the following resolution into the official record of this Town Meeting.

RESOLUTION

Whereas, Article 21 of this Town Meeting recognized the potential importance of the former National Guard Armory located at 97 East Central Street in relation to the adjacent Town properties

Whereas, there is an Armory Planning Task Force that is studying the use of the Armory site and adjacent Town-owned parcels for redevelopment

Whereas, the acquisition of the Armory site may be deemed to be in the best interest of the community to accomplish the planning goals currently being considered by the Armory

Planning Task Force, those goals include planning for a new senior center and housing with an affordable component

Whereas, the study of these options is not complete at this time but will be shortly

Now Be It Resolved at the Fall 2004 Town Meeting, that the Honorable Governor of Massachusetts, the Secretary of Commonwealth Development, our State Senators and State Representatives to prevail upon the Massachusetts Division of Capital Asset Management to delay the current scheduled auction of the Armory site for 120 days in order for the Armory Planning Task Force to complete its work and determine if there is a need to acquire the Armory site.

VOTED BY MAJORITY TO ENTER THIS RESOLUTION INTO THE OFFICIAL RECORD OF THIS TOWN MEETING.

ARTICLE 26
(Paul Griesmer, et al)

To see what action(s) Town Meeting will take to consider, accept, reject, refer and/or modify either in whole or in part by either addition, deletion, amendment, clarification or otherwise, the so called Town Meeting Member Handbook presented and distributed by the Financial Operations Committee of the Board of Selectmen at the Spring 2004 Town Meeting or take any other action relative thereto.

RECOMMENDATION: By a vote of 8-0-0 (Mr. Greismer abstaining) on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 26:

Positive Action Requires a MAJORITY Vote.

This article is offered to see if Town Meeting will determine the status of and accept, reject or modify the Town Meeting Member Handbook (TMMH) prepared by the Financial Operations Committee (FOC) of the Board of Selectmen and presented to Spring 2004 Town Meeting.

Motion:
Referral Motion: Bruce Wright, seconded Frank Foss.

A motion was made by Frank Foss, seconded by Bruce Wright to amend the referral motion by adding after the words "to a committee" in the first line the words "with a term through October 31, 2005 and consisting"

AMENDMENT CARRIES BY MAJORITY VOTE.

A motion was made by Richard Sidney, seconded by Ed Salamoff to amend the referral motion by adding after the words "refer the subject matter of Article 26" delete the words "to a committee" and add the words "to the Financial Operations Committee".

AMENDMENT LOSES.

VOTED BY MAJORITY AS AMENDED, to refer the subject matter of Article 26 to a committee with a term through October 31, 2005 and consisting of not less than five or more than nine Town Meeting Members appointed by the Town Moderator, and that said committee shall submit a draft of the Town Meeting Member Handbook for approval at a subsequent session of Town Meeting.

ARTICLE 27
Referrals at Previous Town Meetings
(Town Moderator)

To receive the reports of Town agencies to whom subjects were referred at previous Town Meetings and to see if the Town will vote to take additional actions to refer these subjects.

RECOMMENDATIONS: The Finance Committee has NO RECOMMENDATION with regard to the subject matter of Article 27:

Positive Action Requires a MAJORITY Vote.

The purpose of this article is to provide a place and/or vehicle for boards, committees and local officers to provide reports on articles that were previously before Town Meeting that were referred to such board(s), committee(s) and/or local official(s). Along with testimony provided to the Finance Committee, the sponsor of this article provided a tremendous amount of material and information supporting the intent of this article. The Finance Committee seemed to be supportive of this article; however, we did not come to a consensus as to what the best recommendation would be for Town Meeting to act.

Often referral motions in the past were provided to Town Meeting as a polite way to say "no" to the sponsor of an article. These referrals usually referred the article to the sponsor, authoritative or affected boards, commissions and/or local officials. In these instances, the parties to whom the article was referred often did not take any further action. In addition, the parties rarely, if at all, reported back to Town Meeting with reasons why no further action was sought. The only times a referral of an article made its way back to Town Meeting was when another article was placed on a subsequent warrant.

We believe the intent of this article has some merit. To that end, the Finance Committee will include reports to Town Meeting on a case-by-case basis, upon the request of a board, committee and/or local official.

Town Meeting Members will find a report following this writing, which was provided to the Finance Committee by the Town Moderator, regarding two articles that were referred at the Spring 2004 Annual Town Meeting. In the future and upon approval or consensus of the committee, the Finance Committee will review, accept or reject referred article reports for previous sessions of Town Meeting and include such reports, at its sole discretion, in the Finance Committee's publication of its warrant article recommendations to Town Meeting.

NO ACTION TAKEN WITH REGARD TO THE SUBJECT MATTER OF ARTICLE 27.

ARTICLE 28
(Town Administrator)

To see if the Town will vote, pursuant to Chapter 44, Section 53E1/2 of the Massachusetts General Laws, to establish a revolving fund in order to utilize fees paid to the Conservation Commission by applicants pursuant to the Natick Wetlands Protection By Law for the purpose of hiring consultants; to authorize the Conservation Commission to expend money from said revolving fund for consultant services regarding applications to the Conservation Commission under Chapter 131, Section 40 of the Massachusetts General Laws and under the Natick Wetlands Protection By Law; to establish a limit on the total amount which may be expended from such fund in the fiscal year beginning July 1, 2004;

or otherwise act thereon.

RECOMMENDATION: By a vote of 8-0-0 on October 5, 2004, the Finance Committee recommends FAVORABLE ACTION with regard to the subject matter of Article 28:

Positive Action Requires a MAJORITY Vote

The purpose of this article is to establish a revolving fund for the collection and distribution of funds. Each year Town Meeting authorizes the establishment of revolving funds. This revolving fund is a "re-authorization" of an existing fund for the use of the Natick Conservation Commission in accordance with the Natick By-Laws and the General Laws of the Commonwealth. The Finance Committee and the town administration recommend that an upper limit of \$15,000.00 be set on this fund.

Motion:

Positive Motion: Bruce Wright, seconded Frank Foss

VOTED UNANIMOUSLY, to authorize the Conservation Commission to expend up to and including \$15,000 during the fiscal year beginning July 1, 2004, in order to utilize fees paid to the Conservation Commission by applicants for the purpose of hiring consultants pursuant to Chapter 44 Section 53E 1/2 of the Massachusetts General Laws, from the revolving fund established by vote of the October 2000 Fall Special Town Meeting #2 under Article 8.

A motion was made by Josh Ostroff, seconded by Bill Chenard to dissolve.

VOTED UNANIMOUSLY TO DISSOLVE.

10:55 P. M. DISSOLVED.

A Record of the second and final session of
the Annual Fall Town Meeting of 2004.

s/Jane M. Hladick
Town Clerk of Natick

WARRANT
FOR
STATE ELECTION
NOVEMBER 2, 2004

THE COMMONWEALTH OF MASSACHUSETTS

Middlesex, ss

To any Constable of the Town of Natick in said County: Greeting:

In the name of the Commonwealth of Massachusetts you are hereby required to notify the qualified voters of the said Town of Natick to meet:

The voters of Precinct 1	in Kennedy Middle School
The voters of Precinct 2	in Cole Recreational Bldg.
The voters of Precinct 3	in Kennedy Middle School
The voters of Precinct 4	in Wilson Middle School
The voters of Precinct 5	in Wilson Middle School
The voters of Precinct 6	in Lilja School
The voters of Precinct 7	in Lilja School
The voters of Precinct 8	in Natick Senior High School
The voters of Precinct 9	in Morse Institute Library
The voters of Precinct 10	in Memorial School

TUESDAY, THE SECOND DAY OF NOVEMBER, 2004

from 7:00 A.M. to 8:00 P.M. for the following purpose:

To cast their votes in the State Election for the election of candidates for the following offices:

ELECTORS OF PRESIDENT AND VICE-PRESIDENT	FOR THE COMMONWEALTH
REPRESENTATIVE IN CONGRESS	7TH CONGRESSIONAL DIST.
COUNCILLOR	2 ND COUNCILLOR DISTRICT
SENATOR IN GENERAL COURT(1-5&8)	2 ND MIDDLESEX, NRFK DIST
SENATOR IN GENERAL COURT(6-7-9-10)	NRFK, BRIS, MIDDLESEX, DIST.
REPRESENTATIVE IN GENERAL COURT(1-9)	FIFTH MIDDLESEX DIST.
REPRESENTATIVE IN GENERAL COURT(P-10)	14 TH NORFOLK DIST
SHERIFF	MIDDLESEX COUNTY

QUESTION 1
THIS QUESTION IS NOT BINDING

SHALL THE STATE REPRESENTATIVE FROM THIS DISTRICT BE INSTRUCTED TO VOTE IN FAVOR OF LEGISLATION REQUIRING THAT IN ALL SEPARATION AND DIVORCE PROCEEDINGS INVOLVING MINOR CHILDREN, THE COURT SHALL UPHOLD THE FUNDAMENTAL RIGHTS OF BOTH PARENTS TO THE SHARED PHYSICAL AND LEGAL CUSTODY OF THEIR CHILDREN AND THE CHILDREN'S RIGHT TO MAXIMIZE THEIR TIME WITH EACH PARENT, SO FAR AS IS PRACTICAL, UNLESS ONE PARENT IS FOUND UNFIT

OR THE PARENTS AGREE OTHERWISE, SUBJECT TO THE REQUIREMENTS OF EXISTING CHILD SUPPORT AND ABUSE PREVENTION LAWS?

And you are directed to serve this warrant by causing an attested copy of said warrant to be Published once in the newspaper called “The MetroWest Daily News”, said publication to be October 14, 2004, you are also directed to post attested copied of said Warrant at the following locations in said Natick to wit: The Kennedy Middle School, Mill Street, Precinct 1: Fire Station, Speen Street, Precinct 2: Roche Brothers, West Central Street, Precinct 3: White Hen Pantry, North Main Street, Precinct 4; Wilson Middle School, Precinct 5; East Natick Fire Station, Precinct 6; Bacon Street Farm, Precinct 7; Senior High School, Precinct 8; Natick Town Hall, Precinct 9; and Fire Station South Natick, Precinct 10.

Above locations being at least one public place in each Precinct in the Town of Natick and in the two Natick Post Offices seven days at least before November 2, 2004

Given under our hands this 4th day of October 2004.

s/John Ciccariello
JOHN CICCARIELLO

s/Paul R. McKinley
PAUL R. MCKINLEY

s/Jay H. Ball
JAY H. BALL

s/Charles M. Hughes
CHARLES M. HUGHES

s/John Connolly
JOHN CONNOLLY

SELECTMEN OF NATICK

OFFICER’S RETURN

COMMONWEALTH OF MASSACHUSETTS

NATICK, OCTOBER 14, 2004

Middlesex, ss

By virtue of this Warrant I have notified the qualified voters of the Town of Natick to meet at the times, places and for the purposes within specified by posting attested copies of said Warrant at the several locations and places therein designated for that purpose, on Thursday October 14, 2004, also by causing an attested copy of said Warrant to be published in the newspaper called “The Metrowest Daily News”, this newspaper published in the said Town of Natick in the issue dated October 14, 2004.

s/Sebastian F. Gruppiso
Constable, Town of Natick

PROCEEDINGS

Natick, November 2, 2004

Meeting opened in all Ten Precincts at 7:00 A.M. with the usual legal formalities.

TOTAL NUMBER OF BALLOTS CAST

TOTAL VOTE BY PRECINCT

<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10</u>	<u>TOTALS</u>
1415	1722	1783	1423	1705	1856	1884	1639	1778	2116	17,321

ELECTORS OF PRESIDENT AND VICE-PRESIDENT-VOTE FOR ONE

BADNARIK and CAMPAGNA(LIB)

8	12	7	10	10	10	11	13	16	19	116
---	----	---	----	----	----	----	----	----	----	-----

BUSH and CHENEY (REP)

453	602	637	466	616	674	630	536	596	790	6000
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	------

COBB and LaMARCHE (G-R)

4	3	5	3	6	8	5	9	9	5	57
---	---	---	---	---	---	---	---	---	---	----

KERRY and EDWARDS (DEM)

916	1087	1111	912	1030	1134	1192	1060	1121	1283	10,846
-----	------	------	-----	------	------	------	------	------	------	--------

WRITE-IN—84

BLANKS—218

REPRESENTATIVE IN CONGRESS SEVENTH DISTRICT -VOTE FOR ONE

EDWARD J. MARKEY (DEM)

947	1136	1203	943	1128	1220	1238	1114	1149	1295	11,373
-----	------	------	-----	------	------	------	------	------	------	--------

KENNETH G. CHASE(REP)

338	457	458	357	415	463	461	369	449	645	4,412
-----	-----	-----	-----	-----	-----	-----	-----	-----	-----	-------

JAMES O. HALL(IND)

34	52	44	48	50	66	68	54	55	72	543
----	----	----	----	----	----	----	----	----	----	-----

WRITE-IN—10

BLANKS—983

COUNCILLOR - SECOND DISTRICT - VOTE FOR ONE

KELLY A. TIMILTY(DEM)

1031	1161	1190	960	1103	1193	1255	1102	1168	1283	11446
------	------	------	-----	------	------	------	------	------	------	-------

WRITE-IN—159

BLANKS—5716

SENATOR IN GENERAL COURT SECOND-MIDDLESEX, & NORFOLK DIST.-VOTE FOR ONE PCTS.1-5&8

JAMES F. COFFEY (REP)

480	670	668	522	639	0	0	556	0	0	3,535
-----	-----	-----	-----	-----	---	---	-----	---	---	-------

KAREN E. SPILKA(DEM)

810	970	1005	816	927	0	0	967	0	0	5,495
-----	-----	------	-----	-----	---	---	-----	---	---	-------

WRITE-IN—9
BLANKS—648

SENATOR IN GENERAL COURT-,NORFOLK,BRISTOL & MIDDLESEX DIST. -
VOTE FOR ONE PCTS 6,7,9,&10

SCOTT P. BROWN(REP)

0	0	0	0	0	683	672	0	629	880	2,864
---	---	---	---	---	-----	-----	---	-----	-----	-------

ANGUS G. MCQUILKEN(DEM)

0	0	0	0	0	997	1023	0	988	1080	4,088
---	---	---	---	---	-----	------	---	-----	------	-------

LOIS SINOFF(LIB)

0	0	0	0	0	62	55	0	40	41	198
---	---	---	---	---	----	----	---	----	----	-----

WRITE-IN—1
BLANKS—483

REPRESENTATIVE IN GENERAL COURT-FIFTH MIDDLESEX DIST-VOTE FOR ONE
PCTS1-5,6,7,8,&9

DAVID PAUL LINSKY (DEM)

912	1164	1220	957	1139	1230	1252	1128	1166	0	10,168
-----	------	------	-----	------	------	------	------	------	---	--------

JOHN WARREN LAMBERT(REP)

378	477	480	389	436	531	514	416	488	0	4,109
-----	-----	-----	-----	-----	-----	-----	-----	-----	---	-------

WRITE-IN—13
BLANKS—915

REPRESENTATIVE IN GENERAL COURT FOURTEENTH NORFOLK DIST-VOTE FOR
ONE PCT-10

ALICE HANLON PEISCH(DEM)

0	0	0	0	0	0	0	0	0	1238	1238
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GEORGE P. FIELD(REP)

0	0	0	0	0	0	0	0	0	744	744
---	---	---	---	---	---	---	---	---	-----	-----

WRITE-IN—1
BLANKS—133

SHERIFF MIDDLESEX COUNTY-VOTE FOR ONE

JAMES V. DIPAOLOA(DEM)

1047	1172	1247	990	1154	1222	1276	1132	1174	1302	11,716
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WRITE-IN—154
BLANKS—5451

QUESTION 1

THIS QUESTION IS NOT BINDING

SHALL THE STATE REPRESENTATIVE FROM THIS DISTRICT BE INSTRUCTED TO VOTE IN FAVOR OF LEGISLATION REQUIRING THAT IN ALL SEPARATION AND DIVORCE PROCEEDINGS INVOLVING MINOR CHILDREN, THE COURT SHALL UPHOLD THE FUNDAMENTAL RIGHTS OF BOTH PARENTS TO THE SHARED PHYSICAL AND LEGAL

Section 3

Financial & Statistical Reports

THE COMMONWEALTH OF MASSACHUSETTS

DEPARTMENT OF REVENUE TAX RATE RECAPITULATION

of

FISCAL 2005

NATICK

City/Town/District

I. TAX RATE SUMMARY

Ia. Total amount to be raised (from IIe)	\$ 96,456,188.63
Ib. Total estimated receipts and other revenue sources (from IIIe)	37,605,483.33
Ic. Tax levy (Ia minus Ib)	\$ 58,850,705.30
Id. Distribution of Tax Rates and levies	

CLASS	(b) Levy percentage (from LA-5)	(c) IC above times each percent in col (b)	(d) Valuation by class (from LA-5)	(e) Tax Rates (c) / (d) x 1000	(f) Levy by class (d) x (e) / 1000
Residential	77.5907%	45,662,674.20	4,307,798,200	10.60	45,662,660.92
Exempt			#VALUE!		
Open Space	0.0000%	0.00	0		
Commercial	19.9913%	11,765,021.05	1,109,907,600	10.60	11,765,020.56
Exempt					
Industrial	1.0574%	622,287.36	58,706,600	10.60	622,289.96
SUBTOTAL	98.6394%		5,476,412,400		58,049,971.44
Personal	1.3606%	800,722.70	75,540,930	10.60	800,733.86
TOTAL	100.0000%		5,551,953,330		58,850,705.30

Board of Assessors of NATICK

City or Town

Date

11/24/04

508 847-6426

Tel. No.

James D'Angelo *City of Natick*

M. Reed

Do Not Write Below This Line --- For Department of Revenue Use Only

Reviewed By _____

Date _____

Approved: _____

Director of Accounts

Date

This form approved by
Commissioner of Revenue

II. Amounts to be raised

Ila. Appropriations (col. (b) through col. (e) from Page 4)		\$ 93,740,835.81
Ilb. Other amounts to be raised		
1. Amounts certified for tax title purposes	5,000.00	
2. Debt and interest charges not included on page 4		
3. Final court judgments		
4. Total overlay deficits of prior years		
5. Total cherry sheet offsets (see cherry sheet 1-ER)	345,863.00	
6. Revenue deficits		
7. Offset receipts deficits Ch. 44, Sec. 53E		
8. Authorized deferral of teachers' pay		
9. Snow and ice deficit Ch. 44 Sec. 31D	184,589.12	
10. Other (specify on separate letter)	77,690.26	
TOTAL Ilb (Total lines 1 through 10)		613,142.38
Ilc. State and county cherry sheet charge (C.S. 1-EC)		1,113,717.00
Ild. Allowance for abatements and exemptions (overlay)		988,493.44
Ile. Total amount to be raised (Total Ila through Ild)		\$ 96,456,188.63

III. Estimated receipts and other revenue sources

IIIa. Estimated receipts - State		
1. Cherry sheet estimated receipts (C.S. 1-ER Total)	\$ 10,390,668.00	
2. Cherry sheet overestimates (C.S. 1-EC Part E col. 3)		
TOTAL IIIa		10,390,668.00
IIIb. Estimated receipts - Local		
1. Local receipts not allocated (Page 3, col. (b), Line 23)	10,147,846.00	
2. Offset receipts (See Schedule A-1)	0.00	
3. Enterprise funds (See Schedule A-2)	12,191,186.00	
4. Community preservation funds (See Schedule A-4)	0.00	
TOTAL IIIb		22,339,032.00
IIIc. Revenue sources appropriated for particular purposes		
1. Free cash (Page 4, col. (c))	2,790,800.33	
2. Other available funds (Page 4, col. (d))	2,084,983.00	
TOTAL IIIc		4,875,783.33
IIId. Other revenue sources appropriated specifically to reduce the tax rate		
1. a. Free cash...appropriated on or before June 30, 2004		
b. Free cash...appropriated on or after July 1, 2004		
2. Municipal light source		
3. Teachers' pay deferral		
4. Other source : _____		
TOTAL IIId		0.00
IIIe. Total estimated receipts and other revenue sources (Total IIIa through IIId)		\$ 37,605,483.33

IV. Summary of total amount to be raised and total receipts from all sources

a. Total amount to be raised (from Ile)		\$ 96,456,188.63
b. Total estimated receipts and other revenue sources (from IIIe)	\$ 37,605,483.33	
c. Total real and personal property tax levy (from Ic)	\$ 58,850,705.30	
d. Total receipts from all sources (total IVb plus IVc)		\$ 96,456,188.63

LOCAL RECEIPTS NOT ALLOCATED *

NATICK

	(a) Actual Receipts Fiscal 2004	(b) Estimated Receipts Fiscal 2005
→ 1. Motor vehicle excise	\$ 4,449,072.48	\$ 4,100,000.00
→ 2. Other excise	614,400.00	612,421.00
→ 3. Penalties and interest on taxes and excises	474,926.44	400,000.00
→ 4. Payments in lieu of taxes	35,846.41	35,846.00
5. Charges for Services - water		
6. Charges for Services - sewer		
7. Charges for Services - hospital		
8. Charges for Services - trash disposal	1,328,175.84	1,300,000.00
9. Other charges for services	798,901.16	750,000.00
10. Fees		
11. Rentals	296,098.02	250,000.00
12. Departmental revenue - Schools		
13. Departmental revenue - Libraries		
14. Departmental revenue - Cemeteries		
15. Departmental revenue - Recreation	86,872.00	69,579.00
16. Other departmental revenue	674,894.62	450,000.00
17. Licenses and permits	1,133,842.53	1,100,000.00
18. Special assessments	231,413.62	55,000.00
→ 19. Fines and forfeits	327,263.81	325,000.00
→ 20. Investment income	763,856.69	600,000.00
→ 21. Miscellaneous recurring (please specify)		
22. Miscellaneous non-recurring (please specify)	107,550.73	100,000.00
23. TOTALS	\$ 11,323,114.35	\$ 10,147,846.00

I hereby certify that the actual receipts as shown in column (a) are, to the best of my knowledge correct and complete, and I further certify that I have examined the entries made on page 4 of the fiscal 2005 tax rate recapitulation form by the City/Town/District Clerk and hereby acknowledge that such entries correctly reflect the appropriations made and the sources from which such appropriations are to be met.

11/22/04 *[Signature]* (508) 647-6437
 Date Accountant/Auditor Tel. No.

* Do not include receipts in columns (a) or (b) that were voted by the City/Town/District Council or Town Meeting as offset receipts on Schedule A-1, enterprise funds on Schedule A-2, or revolving funds on Schedule A-3. Written documentation must be submitted to support increases / decreases of estimated receipts to actual receipts.

→ Written documentation must be submitted to support increases/decreases of FY2004 estimated receipts to FY2005 estimated receipts to be used in calculating the municipal revenue growth factor.

NATICK

APPROPRIATIONS							AUTHORIZATIONS	
City/Town Council or Town Meeting Dates	FY*	(a) Total Appropriations Of Each Meeting	(b) From Raise .. and Appropriate (Tax Levy)	(c) From Free Cash See B-1	(d) From Other Available Funds See B-2	(e) From Offset Receipts, See A-1 or Enterprise Funds, See A-2 Community Preservation See A-4	(f) ... Revolving Funds See A-3	(g) Borrowing Authorization (Other)
04/13/04	FY04	1,010,903.33		895,903.33	7,000.00	108,000.00		116,200.00
		0.00						
04/13/04	FY05	80,140,712.00	76,191,832.00	1,894,897.00	2,053,983.00			
		0.00						
04/13/04	FY05	460,000.00	460,000.00					
		0.00						
04/13/04	FY05	465,386.00				465,386.00		
		0.00						
04/13/04	FY05	9,612,117.00				9,612,117.00		
		0.00						
		0.00						
10/19/04	FY05	2,051,717.48	2,027,717.48		24,000.00			2,567,000.00
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
		0.00						
Totals		93,740,835.81	78,679,549.48	2,790,800.33	2,084,983.00	10,185,503.00		
		Must Equal Cols. (b) thru (e)						

* Enter the fiscal year to which the appropriation relates, i.e., fiscal year 2004 or fiscal 2005.

** Appropriations included in column (b) must not be reduced by local receipts or any other funding source. Appropriations must be entered gross to avoid a duplication in the use of estimated or other sources of receipts.

*** Include only revolving funds pursuant to Chapter 44, Section 53 E 1/2.

I hereby certify that the appropriations correctly reflect the votes taken by City/Town/District Council.

NATICK
City/Town

Date _____

Tel. No.

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF REVENUE
FISCAL 2005 TAX LEVY LIMITATION FOR
NATICK
FOR BUDGET PLANNING PURPOSES

I. TO CALCULATE THE FY2004 LEVY LIMIT

A. FY2003 Levy Limit	53,521,724
A1 ADD Amended FY2003 Growth	0
B. ADD (IA + IA1) X 2.5%	1,338,043
C. ADD FY2004 New Growth	756,915
D. ADD FY2004 Override	0
E. FY2004 Subtotal	55,616,682
F. FY2004 Levy Ceiling	137,472,542

I. \$ 55,616,682
FY2004 Levy Limit

II. TO CALCULATE THE FY2005 LEVY LIMIT

A. FY2004 Levy Limit from I.	55,616,682
A1 ADD Amended FY2004 Growth	0
B. ADD (IIA + IIA1) X 2.5%	1,390,417
C. ADD FY2005 New Growth	578,202
D. ADD FY2005 Override	0
E. FY2005 Subtotal	57,585,301
F. FY2005 Levy Ceiling	138,798,833

II. \$ 57,585,301
FY2005 Levy Limit

**III. TO CALCULATE THE FY2005
MAXIMUM ALLOWABLE LEVY**

A. FY2005 Levy Limit from II.	57,585,301
B. FY2005 Debt Exclusion(s)	1,313,405
C. FY2005 Capital Expenditure Exclusion(0
D. FY2005 Other Adjustment	0
E. FY2005 Water / Sewer	0
F. FY2005 Maximum Allowable Levy	\$ 58,898,706

**DEPARTMENT OF REVENUE
BUREAU OF ACCOUNTS
CLASSIFICATION TAX ALLOCATION**

NATICK
City/Town/District

Return to: Bureau of Accounts, Boston, Springfield, Worcester

1. The selected Residential Factor is ----- 1.000000

If you desire each class to maintain 100% of its full value tax share,
indicate a residential factor of "1" and go to question 3.

2. In computing your residential factor, was a discount granted to Open Space?
Yes _____ No X

If Yes, what is the percentage discount? _____

3. Was a residential exemption adopted?
Yes _____ No X

If Yes, please complete the following:

Class I Total Assessed Value	=	_____	X	_____	=	_____
Class I Total Parcel Count*				Selected Res. Exemption %		Residential Exemption

* Include all parcels with a Mixed-Use Residential designation

Applicable number of parcels to receive exemption _____

4. Was a small commercial exemption adopted?
Yes _____ No X
% Selected _____

If Yes, please complete the following:

No. of parcels eligible _____
Total value of parcels _____
Total value to be exempted _____

5. The following information was derived from the LA-7. Please indicate in column D percentages (accurate to 4 digits to the right of the decimal point) which result from your selected residential factor. (If a residential factor of "1" has been selected, you may leave Column D blank.)

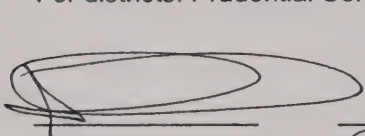
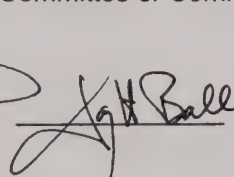
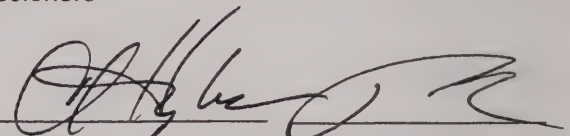
A	B	C	D
Class	Certified Full and Fair Cash Value	Percentage Full Value Shares of Total Tax	New Percentage Shares of Total
1. Residential	4,307,798,200	77.5907%	77.5907%
2. Open Space	0	0.0000%	0.0000%
3. Commercial	1,109,907,600	19.9913%	19.9913%
4. Industrial	58,706,600	1.0574%	1.0574%
5. Personal Property	75,540,930	1.3606%	1.3606%
Totals	5,551,953,330	100.0000%	100.0000%

6. I hereby attest that notice was given to taxpayers that a public hearing on the issue of adopting the tax levy percentages for fiscal year 2005 would be held 11/22/2004 (date), 7:00 P.M. (time), at Natick Town Hall (place), by Legal Notice Metrowest Daily Newspaper 11/10/2004 (describe type of notice).


City/Town/District Clerk

7. We hereby attest that on 11/22/2004 (date) 7:00 P.M. (time), at Natick Town Hall (place) a public hearing was held on the issue of adopting the percentages for fiscal year 2005, that the Board of Assessors presented information and data relevant to making such determination and the fiscal effect of the available alternatives at the hearing and that the percentages set forth above were duly adopted in public session on 11/22/2004 (date).
8. We have been informed by the Assessors of excess levy capacity \$52,886.70 48,000.00

For cities: City Councilors, Aldermen, Mayor
For towns: Board of Selectmen
For districts: Prudential Committee or Commissioners

BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al
NATICK

City/Town/District

Water & Sewer Enterprise

Type of enterprise fund/statutory reference

	(a) FY2004 Actual Revenues	(b) FY2005 Estimated Revenues
1. Enterprise revenues & available funds		
a. User charges	\$ 10,787,621.57	\$ 10,567,800.00 *
Connection fees	75,809.00	50,000.00 *
Other departmental revenue	602,523.64	500,000.00 *
Investment income		*
Total revenues	11,465,954.21	11,117,800.00
Retained earnings appropriated **	618,094.00	608,000.00
Other enterprise available funds		
Specify:		
Total current year revenues and available funds	12,084,048.21	11,725,800.00
b. Retained earnings appropriated for PY costs **		
Other enterprise available funds for PY costs		
Total revenues and available funds for PY costs		0.00
Total revenues and available funds	\$ 12,084,048.21	\$ 11,725,800.00

To Recap pg 2,
Part IIIB, line 3

* Written documentation should be submitted to support increases/decreases of estimated revenues to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation.

I hereby certify that the amount of retained earnings reported in Part I column(b) correctly reflects the votes of town meeting/city council.

Clerk

Date

I hereby certify that the actual revenues as shown in part 1 column (a) are to the best of my knowledge correct and complete.

Accounting Officer

Date

We hereby attest that the revenues itemized above have not been used as a revenue source elsewhere on the Tax Rate or Pro Forma recap.

Board of Assessors

Date

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries and wages	\$	100,634.00	
Expenses		487,626.00	
Capital outlay			
Reserve Fund			
Other:--> <u>Debt Service</u>		337,126.00	
Prior year costs appropriated from retained earnings or other enterprise available funds			(Must equal total part 1b)
Total costs appropriated in enterprise fund	\$		925,386.00

b. Costs appropriated in general fund (to be transferred to the enterprise fund)

Health insurance	\$		
Pensions			
Shared employees			
Shared facilities			
Other:--> _____			
Other:--> _____			
Total costs appropriated in general fund	\$		0.00
Total Costs	\$		925,386.00

3. Calculation of general fund subsidy (see instructions)

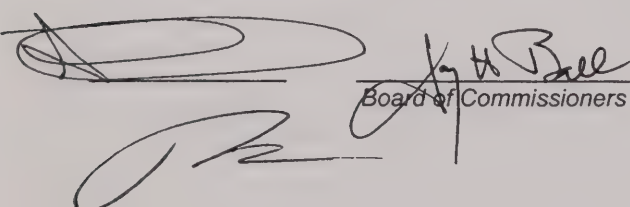
Revenue & available funds	\$	465,386.00	(part 1, col. 1)
less: Total costs		925,386.00	(part 2)
less: Prior year deficit		77,690.26	To Recap pg
			Part IIB
(Negative represents general fund subsidy)	\$	-537,690.26	

4. Sources of funding for costs appropriated in the enterprise fund

a. Revenue and available funds	\$	465,386.00	(to Recap pg
b. Taxation		460,000.00	col e)
c. Free cash			
d. Non-Enterprise Available Funds			

Total Sources of Funding for Costs Appropriated
in the Enterprise Fund (must equal total part 2a)

\$ 925,386.00


Board of Commissioners

**BUREAU OF ACCOUNTS
SCHEDULE A-2
ENTERPRISE FUNDS CH.44 S.53F 1/2 et al
NATICK**

City/Town/District

Golf and Recreational Facility

Type of enterprise fund/statutory reference

(a)
FY2004
Actual
Revenues

(b)
FY2005
Estimated
Revenues

1. Enterprise revenues & available funds

a. User charges	\$ 491,290.63	\$ 450,386.00 *
Connection fees		*
Other departmental revenue	15,526.98	15,000.00 *
Investment income		*
Total revenues	506,817.61	465,386.00
Retained earnings appropriated **		
Other enterprise available funds		
Specify: Tax Levy General Fund	248,930.00	
Total current year revenues and available funds	755,747.61	465,386.00
b. Retained earnings appropriated for PY costs **		
Other enterprise available funds for PY costs		
Total revenues and available funds for PY costs		0.00
Total revenues and available funds	\$ 755,747.61	\$ 465,386.00

To Recap pg 2,
Part IIIB, line 3

* Written documentation should be submitted to support increases/decreases of estimated revenues to actual revenues.

** Retained earnings should be certified by the Director of Accounts prior to appropriation.

I hereby certify that the amount of retained earnings reported in Part I column(b) correctly reflects the votes of town meeting/city council.

Clerk

Date

I hereby certify that the actual revenues as shown in part 1 column (a) are to the best of my knowledge correct and complete.

Accounting Officer

Date

We hereby attest that the revenues itemized above have not been used as a revenue source elsewhere on the Tax Rate or Pro Forma recap.

Board of Assessors

Date

2. Total costs appropriated

a. Costs appropriated in the enterprise fund

Salaries and wages	\$	1,394,382.00	
Expenses		2,203,141.00	
Capital outlay		108,000.00	
Reserve Fund		200,000.00	
Other:--> <u>Debt Service & MWRA Assessmen</u>		5,814,594.00	
Prior year costs appropriated from retained earnings or other enterprise available funds			(Must equal total part 1b)
Total costs appropriated in enterprise fund	\$	9,720,117.00	

b. Costs appropriated in general fund (to be transferred to the enterprise fund)

Health insurance	\$	
Pensions		
Shared employees		1,299,950.00
Shared facilities		705,733.00
Other:--> _____		
Other:--> _____		

- Total costs appropriated in general fund \$ 2,005,683.00

Total Costs \$ 11,725,800.00

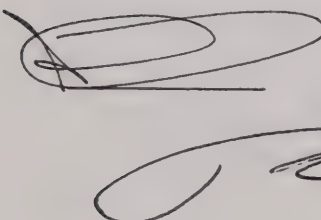
3. Calculation of general fund subsidy (see instructions)

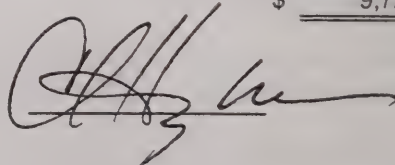
Revenue & available funds	\$	11,725,800.00	(part 1, col. b)
less: Total costs		11,725,800.00	(part 2)
less: Prior year deficit			To Recap pg.
			Part IIB
(Negative represents general fund subsidy)	\$	0.00	

4. Sources of funding for costs appropriated in the enterprise fund

a. Revenue and available funds	\$	9,720,117.00	(to Recap pg 4
b. Taxation			col e)
c. Free cash			
d. Non-Enterprise Available Funds			

**Total Sources of Funding for Costs Appropriated
in the Enterprise Fund (must equal total part 2a)** \$ **9,720,117.00**


Kristi Ball
Board of Commissioners



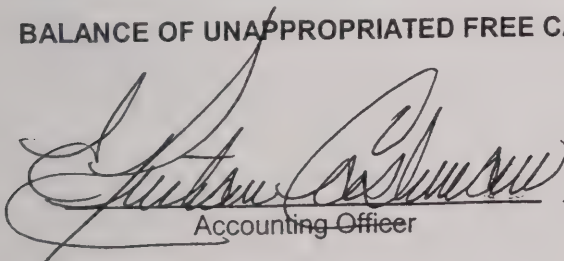
BUREAU OF ACCOUNTS
SCHEDULE B-1
FREE CASH CERTIFICATION AND APPROPRIATION
NATICK
City/Town/District

PART I

1. 7/1/2003 FREE CASH CERTIFICATION	\$ 4,620,048.00
ADD:	
2. FREE CASH UPDATE	0.00
TOTAL	<u>4,620,048.00</u>
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION:	
3. FY2004 RECAP	<u>660,001.64</u>
4. FY2005 RECAP	<u>2,790,800.33</u>
BALANCE OF UNAPPROPRIATED FREE CASH	<u><u>\$ 1,169,246.03</u></u>

PART II

1. 7/1/2004 FREE CASH CERTIFICATION	\$ - In Progress -
ADD:	
2. FREE CASH UPDATE	
TOTAL	<u>#VALUE!</u>
SUBTRACT FREE CASH APPROPRIATED FROM THIS CERTIFICATION:	
3. FY2005 RECAP	
BALANCE OF UNAPPROPRIATED FREE CASH	<u><u>\$ #VALUE!</u></u>


Accounting Officer

11/22/04
Date

TOWN OF NATICK

STATEMENT OF TREASURER'S CASH FOR THE YEAR ENDING JUNE 30, 2004

TREASURER'S CASH BALANCE AS OF JUNE 30, 2004	\$ 39,403,221.02
CASH IN OFFICE	\$ -
<u>CASH IN BANKS:</u>	
BANKNORTH	\$ 5,129.51
MELLON BANK	\$ 6,171,729.97
UNIBANK FOR SAVINGS	\$ 1,751,373.88
FLEET BANK	\$ 1,387,230.97
MIDDLESEX SAVINGS BANK	\$ 1,975,485.93
CITIZENS BANK	\$ 3,925,596.63
<u>OTHER:</u>	
BANKNORTH	\$ 15,607,106.10
MASSACHUSETTS MUNICIPAL DEPOSITORY	\$ 3,624,344.78
<u>STABILIZATION FUND:</u>	
SOVEREIGN BANK	\$ 4,798,985.39
<u>TRUST ACCOUNTS:</u>	
CITIZENS BANK	\$ 45,273.64
MIDDLESEX SAVINGS	\$ 110,964.22
TOTAL CASH	\$ 39,403,221.02

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

General Fund

Property Taxes:

Personal Property

Levy of 2004	844,738.76	
Levy of 2003	4,622.82	
Levy of 2003	1,455.37	
Levy of Prior Yrs	<u>110.60</u>	\$850,927.55

Real Estate

Levy of 2004	53,912,628.80	
Levy of 2003	433,955.74	
Levy of 2002	56,521.89	
Levy of Prior Years	<u>21,862.64</u>	\$54,424,969.07

Tax Titles	<u>289,774.61</u>	\$289,774.61
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Motor Vehicle

Motor Vehicle - 2004	2,930,243.29	
Motor Vehicle - 2003	1,395,143.75	
Motor Vehicle - 2002	89,232.20	
Motor Vehicle - Prior Yrs	29,970.66	
Recovered Motor Vehicle	<u>4,482.58</u>	\$4,449,072.48

Boat Excise

Levy of 2003	<u>103.90</u>	\$103.90
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Trash Liens:

Levy of 2004	<u>57,668.83</u>	\$57,668.83
--------------	------------------	-------------

Departmental Revenue

Contributory Retirement System	117,239.11	
Advanced Deposits Recreation	<u>1,103,136.61</u>	\$1,220,375.72

Employee Withholdings

Federal Withholdings	6,476,248.31	
State Withholdings	2,188,369.34	
Group Health/Life/Dental Insurance	3,120,261.28	
Jefferson Disability Insurance	24,880.11	
Deferred Compensation Plans	<u>1,148,210.80</u>	\$12,957,969.84

Other Revenue

Redeposit/Transfer Items	94,268.76	\$94,268.76
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Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

From the Comm of Mass

School Aid:	
Chapter 70	3,945,346.00
Chapter 645 Construction	1,461,337.00
Charter School Tuitions	21,046.00

From the Comm of Mass

State Owned Land	53,308.00
Abatements to Veterans	40,605.00
Abatements to Elderly	35,140.00
Other Taxes Hotel/Motel	614,440.00
Veterans Benefits	35,602.63
Additional Assistance	1,942,474.00
Lottery	2,069,792.00

All Other From State:

Municipal Medicaid	100,000.00	
Pension Reimbursement COLA	50,399.57	
Quinn Bill Reimbursement	<u>202,205.31</u>	\$10,571,695.51

Local Receipts:

Collector of Revenue	
Penalties on Taxes & Excise	34,113.68
Interest on Taxes	156,924.15
Interest on Motor Vehicles	34,705.39
Interest Tax Titles	179,098.73
Interest Betterment's	1,062.44
Interest Police Details	823.05
Tax Title Fees	3,299.00
Municipal Lien Certificates	64,900.00

In Lieu of Tax:

Housing Authority	12,085.35
Mary Ann Morse Nursing Home	17,420.80
Exempt Property	6,340.26

Miscellaneous

Tax Per Chapter 59 Sec D Occupancy	107,550.73
------------------------------------	------------

Other Charges for Services:

Police Special Duty Service Charges	22,476.56
Police Detail Recovery	1,216.85
Ambulance Service	776,424.60
Trash Fees	53,882.01
PAYT Program	1,216,625.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

Rentals:

Natick District Court	165,996.00
Eliot School	30,282.65
East School	99,819.37

Recreation:

Farm Assistant Salary	29,170.00
Preschool Directory Salary	23,100.00
Registration Fees	18,652.00
Recreation Program Off-set	15,950.00

Other Departmental Revenue

Fines & Forfeits	
District Court Fines	236,565.96
Police Restitution	1,427.15
Parking Fines	80,640.00
Auto Lease Surcharges	8,630.70

General Government

Assessor:

Copies of Records	1,150.40
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Collector:

Registry of Motor Vehicle Fees	20,961.00
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Town Clerk:

Dog License Fees	20,470.00
Dog License Fines	800.00
Miscellaneous Fees	1,577.00
Sale Resident Books	1,766.00

Community Development:

ANR Plans	3,200.00
Books/Maps/Bylaws	1,972.50
Certificate of Insurance	536.00
Definitive Plan Filing	10,300.00
Parking Stickers - Commuter	45,737.49
Parking Stickers - Downtown	94,089.20
Permit Research	491.25
Planning Board Special Fees	86,487.45
Scenic Road Filing	400.00
Subdivision Filing Fee	5,100.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

<u>Fire Department</u>	
Mass Pike Assistance	5,400.00
Special Duty Service Charges	1,240.00
 <u>Board of Health</u>	
Clinic (Flu Shots)	10,257.28
Miscellaneous Copies	10.00
 <u>Neighborhood Bus</u>	
Fees	30,096.75
 <u>Morse Library</u>	
Sale of History Books	70.00
 <u>Police Department</u>	
Report Fees	3,680.65
Fingerprints	90.00
Miscellaneous Income	3,924.95
Solicitor Fees	130.00
 <u>Public Works</u>	
Maps	385.50
Recycling Bins	1,937.00
Recycled Glass	236.00
Recycled Metal	3,375.00
Recycled Paper	30,654.00
 <u>School Department</u>	
Miscellaneous Income	37,497.50
Grant Closures	139,512.76
Health Ins Grant Reimbursement	16,635.00
 <u>Town Department</u>	
Town Miscellaneous Income	4,562.66
Collector Miscellaneous Income	3,920.10
Medicare Costs Sassamon Trace (Match)	1,869.29
 <u>Other Items Unclassified</u>	
Cable Franchise Fees	4,011.00
Public Phone Commissions	24.01
General Reinsurance W/Comp	22,536.90
Safety National W/Comp	31,552.16
Workers Comp Policy Refund	1,780.00
Settlement 229 North Main St	17,500.00
Returned Check Fees	550.00
OFS Free Cash Usage	206,163.00
Health Spec Risk Inc CHP 111F Emergency Medic	6,417.82

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

Interest Earnings:

Investments	280,835.35
Money Market	218,727.58
Interest Premium	264,293.76

Licenses & Permits:

Building/Community Development

Alterations	367,589.00
New Buildings	185,364.00
Certificate of Occupancy	2,978.00
Certificate of Inspection	4,538.00
Electrical Permit	113,829.00
Gas Permit	21,480.00
Plumbing Permit	40,838.00
Reinspections	115.00

Town Clerk

Bazaar	130.00
Business Certificates	13,210.00
Birth Certificates	10,074.00
Death Certificates	11,945.00
Gasoline Storage	955.50
Board of Health Fines	1,650.00
Historic District	110.00
Marriage Intentions	3,720.00
Marriage License	2,683.00
Uniform Commercial Code	3,031.64
ZBA Filing Fees	26,802.30

Fire Department

Annual Alarm Box Fees	21,750.00
Various Permits	25,730.00

Board of Health

Bakery Permit	3,150.00
Camp Permit	1,450.00
Chemical Toilet	25.00
Food Establishment	75,091.00
Frozen Desert	900.00
Funeral Director	300.00
Household Hazardous Waste	1,030.00
Ice Rink Certification	150.00
Live Stock	790.00
Massage Permit	10,180.00
Methyl Alcohol	190.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

Board of Health

Milk/Cream	1,450.00
Hotel/Motel	100.00
Occupancy Inspections	12,420.00
Perc Test/Applications	3,300.00
Rabies Clinic	775.00
Rubbish Contractors	300.00
Septage Hauler	3,900.00
Septic Installer	1,800.00
Septic System	7,650.00
Site Plan Review	5,145.09
Sub-Division Plan Review	2,250.00
Swimming Pool	8,900.00
Swimming Pool Installer	2,400.00
Tanning License	750.00
Tobacco Control Permits	1,352.50
Underground Tank Registry	2,290.00
Underground Tank Removal	1,150.00
Well Permit	575.00

Police Department

Firearm ID's	8,534.00
Taxi Permits	50.00
Work Permits	70.00

Public Works

Sewer Permits	21,900.00
Street Opening Permits	8,900.00
Water Permits	12,450.00

Selectmen:

Automatic Amusement	3,770.00
Class I License	600.00
Class II License	1,050.00
Class III License	100.00
Common Victualer	3,725.00
Daily Entertainment	2,810.00
Liquor License	55,925.00
Sunday Entertainment	1,300.00
Hawkers/Peddlers	40.00
Junk Collector	15.00
Inn Holders	75.00
Taxi Cab	130.00
Bowling License	480.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

Sealer Weights/Measures

Fees	<u>3,632.50</u>	\$6,177,939.27
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School Lunch Program

Commonwealth of Mass	18,834.58	
Federal Government	127,114.08	
Local Receipts	<u>801,716.23</u>	\$947,664.89

Revolving Funds

Education:

Adult Education Revolving	219,659.95
After School Alternative Program	176,514.87
Art Receipts	999.21
Ben-Hem EASEP	9,385.00
Brown EASEP	28,505.00
Business Office Recycled Cartridges	382.21
Child Development Tuition	4,892.58
Circuit Breaker	214,068.00
Guidance - Transcripts	3,536.92
Instructional Fees	431.73
Lilja EASEP	13,890.00
Municipal Medicad	108,990.00
NHS Testing	3,527.54
Photography Receipts	363.45
Rental Eliot School	126,780.00
Rental of Facilities	101,369.49
School Athletic Revolving	211,420.44
School Transportation	199,328.00
Special Education Tuitions	214,604.22
Summer Math Course	5,220.00
Summer Remedial Program	12,350.00
Summer School	64,193.50
Textbooks	16,484.98

Municipal:

Bulky Waste Pick-Ups	77,776.53	
Community Farm Project	1,056.86	
Composting Bin Program	2,276.00	
Cons Commission Chap 44 53E 1/2	2,000.00	
Council Aging Transportation	215.00	
Ins Claims <\$20,000	47,604.05	
Recreation Programs	910,714.82	
Weights/Measures Fines	<u>375.00</u>	\$2,778,915.35

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

Federal Grants

Education:

50/50 Special Education	58,732.00
Drug Free School District	18,537.00
Drug Free Schools - District	7,019.00
Eisenhower State Wide	5,000.00
Enhanced Educa thru Technology	11,356.00
Mental Hlth Support	3,500.00
PL94-142 Early Childhood Allocation	24,960.00
PL94-142 SPED	760,827.00
SPED - Middle School Reading (FY'03)	8,750.00
SPED - Middle School Reading	20,000.00
SPED Program Improvement (FY'03)	11,737.00
SPED Program Improvement	35,301.00
Teacher Quality	98,639.00
Title I	312,968.00
Title V	5,785.00
Title V	17,897.00
Title V (FY'02)	24,328.00

Public Safety:

Police Youth Grant (New Horizons)	24,874.00
Police Mgmt System	150,000.00
Assist Firefighters Grant	166,977.00

Health & Human Services :

Title VI LEP (Council Aging)	880.00
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Public Works:

Water Toxic Substance (31 EMS04)	12,167.11	
FEMA Snow Removal	<u>115,048.99</u>	\$1,895,283.10

State Grants

Education:

Academic Support Svs	6,624.00
Community Partnership	209,029.00
Enhanced School Health	50,311.20
Family Network	124,669.00
Green School Feasibility Study	20,000.00
Kindergarten Enhancement	302,280.00
Metro Program	246,995.00
Summer Academics	26,144.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

General Government:

Extended Polling Hours	5,622.00
MDPH Emergent Preparedness	7,849.48
Tobacco Control Program	4,942.96

Public Safety

LLEPG Safety Equipment	250.00
Bullet Proof Vests	1,285.50
Community Policing	57,000.00
Community Policing (FY03)	1,835.50
Cops in Shops	2,500.00
Governor's Highway Safety (FY03)	7,799.90
Governor's Highway Safety (FY04)	3,549.20
Governor Highway Safety Speeding	27,410.94
MDU Deployment Fire	3,500.00
Police Emergency Operations	8,000.00

Health & Human:

MWPAT Title 5 Septic	75,000.00
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Commissions

Cultural Arts	4,230.00
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Public Works:

MWPAT Storm Water Management	53,000.00
Pay-As-You-Throw	5,957.00
Turn2003	6,770.00
Waste to Energy Program	58,149.65
Waste to Energy Program	48,690.82

Public Libraries

Library Commission Morse Library Assist	37,172.25
Library Commission Bacon Free Library Assist	1,956.43
M/Library Early Childhood	5,000.00

Human Services

Elder Affairs	<u>29,298.00</u>	\$1,442,821.83
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Receipts Reserved for Appropriation

Cable License Fee Sec 7.1	21,723.64
Cable License Fee Sec 7.2	23,804.71
MBTA Bus Assistance	80,074.72
Oil Tank Reserve for Future Debt	35,687.23
Parking Meter Revenue	91,907.01
Sidewalk Projects	5,000.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

Receipts Reserved for Appropriation

Surplus Equipment Proceeds	10,592.50	
Title V Septic Tanks Future Debt	26,008.64	
Transportation Project/Equipment	8,000.00	
Wetlands Protections	<u>13,600.75</u>	\$316,399.20

Capital Projects

From the Commonwealth

Chapter 90 Highway	514,334.78	
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General Obligation Bonds:

Wilson Middle School	12,150,000.00	
Water Meter Program	350,000.00	
Curbing Porter Road	140,000.00	

Town Appropriations Other Financing Sources

High School Plans	50,000.00	
Street Lighting	80,000.00	
I-Net Equipment	50,000.00	
Curbing Porter Road	<u>60,000.00</u>	\$13,394,334.78

Special Assessments

Apportioned A/T Curb/Street/Sidewalk	14,661.54	
Apportioned A/T Sewer	60,819.24	
Apportioned Sewer Paid in Advance	11,689.71	
Apportioned Street Paid in Advance	9,590.40	
Committed Interest 2004	96,535.78	
Committed Interest 2003	20,913.48	
Committed Interest 2002	9,102.97	
Committed Interest Prior Yrs	59.46	
Unapportioned Sewer Betterment	8,041.04	
Unapportioned Street Betterment		\$231,413.62

Expendable Trust Funds

John B Walcott Interest	<u>2,400.34</u>	\$2,400.34
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Expendable Cemetary Trust Funds

Abraham Bigelow	1.66	
George Beckman	10.48	
Thomas Smith	1.32	
George Cobb	1.66	
Edward Bigelow	1.76	
Collins Morse	150.23	
Henry Wilson	20.00	
Nagle/Fox	<u>3.32</u>	\$190.43

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

Gifts & Donations

Education:

Brown School Donations	1,433.40
Business Professionals of America	400.00
Children First Donations	6,309.00
Kennedy Middle School Donations	6,943.23
Lilja School Donations	7,286.37
Memorial School Donations	2,629.51
Metrowest Hsp Grant #707 Schl	125,775.00
Metrowest Hsp Grant #903	14,345.16
Metrowest Hsp Grant #919	34,955.68
Natick Education Foundation Awards	37,609.20
Natick High School Donations	10,121.56
Natick High School Wellness #720	48,562.50
Natick Public Schools	1,323.00
Natick Public School Photography L/Grant	2,406.37
Wilson Middle School Donations	7,588.35

Municipal

Ambulance Memorial Fund	150.00	
BAA Marathon	22,500.00	
Cognex Library Computer Labs	2,500.00	
Commission for the Disabled	111.00	
Community Coalition - Walking Program	1,000.00	
Council on Aging Donations	13,212.33	
Elderly/Disabled Taxation Fund	15,024.58	
Gerald Ash Scholarship Fund	1,104.52	
George Rogers Trust Fund	2.70	
Henry Wilson Shop Maintenance	39.24	
Law Enforcement Trust	326.84	
Maria Hayes Town House	459.31	
Maria Hayes Welfare	15.50	
Metrowest Foundation Library Health Plan	2,500.00	
Metrowest Hlth Healthier Natick	20,739.50	
Morse Library - Archives Room	100,000.00	
Natick Cultural Council	392.60	
Natick Project DARE	1,368.01	
Police Safe Neighborhood Heroes	1,500.00	
Sally Spaulding Welfare	15.50	
Tenet Healthcare Public Safety Training	2,000.00	
Tenet H/Care Public Safety Training	2,000.00	
Veterans Oral History Project	<u>1,000.00</u>	\$495,649.96

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

<u>Agency Fund</u>	
Annuity Refund	5,275.97
Bond Premiums	137,164.55
Collector Pass Thru State Water Chgs	1,016.38
Deferred Compensation Refund	383.69
Deputy Collector Fees	43,059.55
Flex Spending Account	1,652.79
Fire Arms Due State	12,687.50
Gerald Ash Scholarship	500.00
Guaranteed Bond Deposits	500.00
Kennedy Family Scholarship	9,000.00
LMMWC Paramedic Svs	1,624.03
Mahan Field	57.14
Miscellaneous Charges	220.49
Retirement Refund	2,221.84
Special Duty Fire	100,405.20
Special Duty Police	351,492.24
<u>Planning Board Fees:</u>	
323 Speen Street	21,750.00
Natick Mall Expansion	59,175.68
Natick Promenada	6,000.00
Rutledge Road	37,000.00
Saturn	1,000.00
Subway 42 Worcester Road	400.00
Sunoco	1,500.00
<u>Fire Department Fees:</u>	
AAA Sprinkler	300.00
Ameriquet Mortgage	300.00
Bassett Furniture	500.00
Bath Body	500.00
Beauty Salon	300.00
Boston Chowda	300.00
Boston Scientific	2,600.00
California Pizza	300.00
Child's Therapy	500.00
Christ Lutheran Church	300.00
Circuit City	800.00
Cognex	300.00
Crabtree & Evelyn	300.00
Culinary Delight	310.00
Domain	500.00
Dr Wm Misser	800.00

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

Fire Department Fees:

DV Kitchens	500.00	
Eastland Partners	500.00	
Edible Arrangements	300.00	
Fitness	300.00	
Fruit Peddler	500.00	
Full Service Salom	300.00	
Games Workshop	300.00	
Golfer's	500.00	
Gynmboree	500.00	
Hess	300.00	
Hollywood Tan	300.00	
Janie/Jack	500.00	
Kentucky Spirits	300.00	
Landry's Bicycle	500.00	
Lane Bryant	500.00	
Math Works	500.00	
Metro Cabinet	500.00	
Middlesex Savings	300.00	
Natick Montessori School	500.00	
Nextell	300.00	
Nextell	300.00	
Plumview Market	500.00	
Portrait Shop	300.00	
Prudential	300.00	
Sam's Club	300.00	
Sherwood Plaza	300.00	
Tellwide	500.00	
The Limited	500.00	
Victoria Secrets	500.00	
Walnut Hill School	<u>1,500.00</u>	<u>\$816,197.05</u>

Total Receipts for Fiscal Year 2004

\$113,416,036.09

Town of Natick
Summary of Revenues Collected
Fiscal Year 2004

<u>Enterprise Funds</u>	
Greens Fees	432,196.56
Cart Rentals	55,367.12
Beverages	3,746.67
Food	1,891.95
Golf Instruction	3,726.95
Pro Shop Merchandise	8,435.60
Mass Sales Tax	<u>1,452.76</u>
 Total Revenue - Sassamon Trace	 <u><u>\$506,817.61</u></u>
 Comm of Mass	 198,235.94
Interest Added Sewer	45,829.84
Interest Added Water	26,354.21
Other Financing Use Water/Sewer Surplus	618,094.00
Sewer Entrance Fees	74,559.00
User Charges Sewer	6,985,400.14
User Charges Water	3,774,079.89
Water Flat Charges	28,141.54
Water Service Charges	1,250.00
Utility Liens Added to Taxes - Sewer:	
Fiscal Yr 2004	219,312.28
Fiscal Yr 2003	6,180.37
Fiscal Yr 2002	2,207.30
Fiscal Yr Prior Yrs	2,472.52
Utility Liens Added to Taxes - Water:	
Fiscal Yr 2004	96,668.70
Fiscal Yr 2003	3,269.42
Fiscal Yr 2002	686.75
Fiscal Yr Prior Yrs	1,306.31
 Total Revenue Water & Sewer Enterprise	 <u><u>\$12,084,048.21</u></u>

Town of Natick
Report to Assessors of Certain Receipts
For Fiscal Year 2004
Per Mass General Law Chapter 42 Section 59A

State Reimbursements:

Chapter 70	3,945,346.00	
Chapter 645 School Building Assistance	1,461,337.00	
Charter School Tuition Assess Reimb	21,046.00	
Additional Assistance	1,942,474.00	
Lottery	2,069,792.00	
In Lieu of Taxes Veterans, Blind & Surviving Spouse	40,605.00	
In Lieu of Taxes Elderly	35,140.00	
Police Career Incentive	202,205.31	
Veterans Benefits	35,602.63	
State Owned Land	53,308.00	\$9,806,855.94

Local Receipts:

Motor Vehicle Excise	4,449,072.48	
Other Excise Tax - Hotel	614,440.00	
Payments & Interest Taxes/Excise	474,926.44	
Payments in Lieu of Taxes	35,846.41	\$5,574,285.33

Other Charges for Services:

Trash Fees	1,328,175.84	
Ambulance Service	798,901.16	
Rental of Municipal Buildings	296,098.02	
Parks & Recreation	86,872.00	\$2,510,047.02

Other Departmental Revenue:

Fines & Forfeits	327,263.81	
Other Departmental Revenue	674,894.62	
Interest Investments	763,856.69	
Licenses & Permits	1,133,842.53	
Special Assessments	231,413.62	\$3,131,271.27

Miscellaneous Non-Recurring

Taxes Per Chapter 59 Sec D (Percentage of Occupancy)	107,550.73	\$107,550.73
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Total Estimated Revenue		<u>\$21,130,010.29</u>
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Town of Natick
Statement of Free Cash
Fiscal Year 2004

Certified July 1st, 2003	\$4,620,048.00
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Usage:

Annual Fall Town Meeting October 21st, 2003

Article 1	Omnibus Budget Fiscal Year 2004	\$437,445.00
Article 8	Collective Bargaining Settlements	\$15,000.00
Article 11	Unpaid Bills Prior Yrs	\$1,393.64
Article 12	Free Cash to Reduce Tax Levy	<u>\$206,163.00</u>

Total Usage Fall Annual Town Meeting	\$660,001.64
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Annual Town Meeting April 13, 2004

Article 1	Omnibus Budget Fiscal Year 2004	\$4,514.00
Article 2	Omnibus Budget Fiscal Year 2005	\$1,894,897.00
Article 5	Contract Settlement Police Fiscal Year 2004	\$9,827.00
Article 9	Capital Equipment	\$456,500.00
Article 10	Capital Improvements	\$130,000.00
Article 13	Unpaid Bills	\$5,062.33
Article 14	School Bus Transportation Fees	\$287,000.00
Article 18	Commission for the Disabled	<u>\$3,000.00</u>

Total Usage Spring Annual Town Meeting	\$2,790,800.33
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Remaining Free Cash as of June 30, 2004	<u>\$1,169,246.03</u>
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Purpose of Loan	Year Issued	Rate of Interest	Outstanding as of July 1, 2003	July 1, 2003 - June 30, 2004		Outstanding as of June 30, 2004	Interest Paid Fiscal Year 2004	Due July 1, 2004 Through June 30, 2005		Maturity Date
				Issued Fiscal Year 2004	Paid July 1, 2003 Through June 30, 2004			Through June 30, 2005 Principal	Through June 30, 2005 Interest	
Inside Debt Limit:										
Land Acquisition and Acquisition Morse Institute Library Brown School Morse Institute Library Municipal Complex Lilja School Design Municipal Complex Lilja School Morse Library MWPAT Septic Tanks (Title 5) ** Municipal Complex Lilja School Ben-Hem School Fire Truck MWPAT/Stormwater	1992	5.685%	20,000.00		20,000.00	0.00	510.00	99,500.00	28,344.25	2014
	1995	5.621%	920,000.00		85,000.00	835,000.00	22,989.27	160,000.00	85,847.00	2015
	1996	5.270%	1,850,000.00		160,000.00	1,690,000.00	93,526.24	305,000.00	210,832.00	2017
	1997	5.625%	4,270,000.00		305,000.00	3,965,000.00	225,776.25	215,000.00	124,969.00	2015
	1997	5.625%	2,585,000.00		220,000.00	2,365,000.00	135,748.75	50,000.00	28,513.00	2015
	1997	5.625%	590,000.00		50,000.00	540,000.00	30,962.50	20,000.00	11,119.00	2017
	1997	5.625%	230,000.00		20,000.00	210,000.00	12,098.75	500,000.00	290,625.00	2017
	1998	4.692%	7,000,000.00		500,000.00	6,500,000.00	310,875.00	422,000.00	263,852.00	2018
	1998	4.692%	6,277,000.00		422,000.00	5,855,000.00	280,942.75	125,000.00	72,657.00	2017
	1998	4.692%	1,750,000.00		125,000.00	1,625,000.00	77,718.74	7,684.00	Interest Free	2017
	1998	Interest Free	130,448.00		7,684.39	122,763.61	Interest Free	500,000.00	324,563.00	2020
	1999	4.905%	7,505,000.00		505,000.00	7,000,000.00	345,921.87	11,312.00	556,380.00	2021
	2000	4.905%	255,000.00		15,000.00	240,000.00	11,949.38	660,000.00	140,000.00	2007
	2002	5.140%	11,880,000.00		660,000.00	11,220,000.00	589,380.00	21,700.00	26,927.00	2012
2002	4.938%	560,000.00		140,000.00	420,000.00	21,700.00	2,380.36			
2002	4.938%	231,292.90		20,603.00	210,689.90	2,380.36				
Water & Sewer Enterprise:										
Sewer Pleasant St/Rockwood/Scardsdri Sewer Various Street Sewer Union Street Sewer Relining Land Purchase Bacon Street Sewer Boden Lane Sewer Water/River/Linc/Cohns Sts Sewer Lakeshore Rd/Worcester St Sewer Leach Lane Sewer I/I	1998	4.692%	205,000.00		20,000.00	185,000.00	9,023.24	20,000.00	8,214.00	2019
	1999	4.905%	630,000.00		40,000.00	590,000.00	29,322.50	40,000.00	27,623.00	2020
	1999	4.905%	510,000.00		35,000.00	475,000.00	23,571.88	35,000.00	22,085.00	2020
	1999	4.905%	150,000.00		75,000.00	75,000.00	4,734.37	75,000.00	1,547.00	2020
	1999	4.905%	100,000.00		50,000.00	50,000.00	3,156.25	50,000.00	1,032.00	2020
	2000	5.140%	400,000.00		50,000.00	350,000.00	36,422.23	50,000.00	16,397.00	2021
	2000	5.140%	745,000.00		45,000.00	700,000.00	18,904.04	34,181.00	17,435.00	2022
	2002	4.938%	405,000.00		25,000.00	380,000.00	18,310.00	25,000.00	8,315.00	2022
	2002	4.938%	195,000.00		15,000.00	180,000.00	8,840.00	10,000.00	Interest Free	2007
	2002	Interest Free	139,920.00		34,980.00	104,940.00	Interest Free	34,980.00		
Golf Course Enterprise: Golf Course	2002	4.938%	2,825,000.00		150,000.00	2,675,000.00	128,715.00	213,661.00	123,465.00	2022
Outside Debt Limit:										
Oil Tank Removal Landfill Capping Oil Tank Removal Landfill Capping Landfill Capping Landfill Capping	1995	5.621%	665,000.00		65,000.00	600,000.00	7,903.44	75,500.00	20,618.25	2014
	1996	5.270%	260,000.00		40,000.00	220,000.00	12,176.25	40,000.00	10,256.25	2010
	1997	5.625%	160,000.00		15,000.00	145,000.00	27,811.25	45,000.00	25,607.00	2015
	1997	5.625%	160,000.00		15,000.00	145,000.00	8,397.50	15,000.00	7,663.00	2017
	1998	4.692%	2,000,000.00		125,000.00	1,875,000.00	90,218.75	125,000.00	85,157.00	2019
	1999	4.905%	2,685,000.00		160,000.00	2,525,000.00	125,651.24	160,000.00	118,852.00	2020
Water & Sewer Enterprise:										
Elm Bank Water Supply Water Treatment Plant Water Treatment Plant Waterline Lakeshore Road Waterline Lakeshore Road Water Mains North Main/Pine St/North Water Mains Bacon/North Main/No Ave Water Meter Equipment	1992	5.328%	1,485,000.00		150,000.00	1,335,000.00	58,037.08	170,000.00	39,975.00	2012
	1997	5.625%	350,000.00		25,000.00	325,000.00	18,506.26	25,000.00	17,282.00	2017
	1998	4.692%	963,000.00		53,000.00	910,000.00	43,635.25	53,000.00	41,489.00	2019
	1999	4.905%	425,000.00		25,000.00	400,000.00	19,915.63	25,000.00	18,854.00	2020
	2000	5.140%	480,000.00		30,000.00	450,000.00	23,675.00	30,000.00	22,175.00	2021
	2002	4.938%	1,275,000.00		145,000.00	1,130,000.00	52,445.00	145,000.00	47,370.00	2012
	2002	4.938%	1,620,000.00		70,000.00	1,550,000.00	25,935.00	70,000.00	23,485.00	2012
	2002	4.938%	630,000.00		180,000.00	450,000.00	66,690.00	180,000.00	60,390.00	2012
Totals										
				\$65,886,660.90	\$0.00	\$4,923,267.39	\$60,963,393.51	\$3,024,477.02	\$5,003,252.00	\$2,827,546.97

Town of Natick
Combined Balance Sheet
Year ending June 30, 2024

	Governmental Fund Types			Property Fund Type	Fiduciary Fund Types	Account Group
	Special Revenue	Capital Projects	Golf Enterprise	Water & Sewer Enterprise	Trust and Agency	
Assets & Other Debits						
Cash and short-term investments.....	General					General Long-Term Obligations
Fixed Assets	\$33,286,560.85					
Less Depreciation	\$145,198,094.00					
Investments	(\$3,392,510.00)					
Receivables, net of allowance for uncollectibles:						
Real Estate and personal property tax	(\$1,714,077.20)					
Tax Liens	\$867,861.91					
Tax Forclosures	\$8,981.50					
Motor Vehicle and other excise taxes	\$907,767.66					
Water and Sewer fees						
Trash, Pay as you Throw fees	\$104,930.57					General Long-Term Obligations
Departmental and other	\$36,235.93					
Intergovernmental	\$15,234.83					
Due from other funds	\$89,540.67					
Amount to be provided for retirement of long-term obligations...						
TOTAL ASSETS AND OTHER DEBITS.....	\$2,506,392.39	\$4,827,602.98	\$3,002,424.00	\$42,187,469.76	\$19,101,307.19	\$73,608,393.51
LIABILITIES AND FUND EQUITY						
LIABILITIES:						
Warrants Payable	\$2,584,692.93					General Long-Term Obligations
Liabilities due depositors						
Other Liabilities	\$1,250,022.05				\$211,885.25	
Deferred revenues	\$211,700.37					
Due to Other Funds	\$13,128,771.07	\$8,694.92	\$77,690.26	\$1,069,634.24	\$3,155.49	
Bonds and notes payable		\$15,405,000.00				
TOTAL LIABILITIES.....	\$17,175,186.42	\$15,413,694.92	\$77,690.26	\$1,069,634.24	\$215,040.74	\$73,608,393.51
FUND EQUITY:						
Retained Earnings						General Long-Term Obligations
Fund balances:						
Reserved for:						
Appropriation Deficit (Snow Removal).....	(\$184,589.12)					
Encumbrances and continuing appropriations.....	\$4,375,247.46					
Prepaid Receivables FY2005.....	\$29,884.43					
Advanced Deposits	\$532,465.57					
Petty Cash	\$1,165.00					
Overlay Surplus.....	\$5,000.00					
Nonexpendable trusts						
Stabilization						General Long-Term Obligations
Net Assets Unrestricted.....	\$141,805,584.00					
Unreserved:						
Designated for subsequent year's expenditures.....	\$2,920,755.38					
Undesignated	\$8,747,921.58	(\$10,586,091.94)	\$3,002,224.00	\$35,664,572.00	\$11,308,520.19	
TOTAL FUND EQUITY	\$158,233,434.30	(\$10,586,091.94)	\$2,924,733.74	\$41,117,835.52	\$2,778,760.87	\$0.00

General Fund Continued		Liabilities
Assets		
General Fixed Assets		
Land	10,091,624.00	
Land Improvements	1,882,185.00	
Accumulated Depreciation Land & Improvements	(77,151.00)	
	11,896,658.00	
Buildings	91,827,448.00	
Accumulated Depreciation Buildings	(2,003,499.00)	
	89,823,949.00	
Infrastructure	33,073,313.00	
Accumulated Depreciation Infrastructure	(760,516.00)	
	32,312,797.00	
Machinery & Equipment	2,617,424.00	
Vehicles	5,706,100.00	
Accumulated Depreciation Machinery/Equipment	(551,344.00)	
	7,772,180.00	
Due From:		
Chapter 90 Roadways	8,694.92	
Golf Enterprise Fund	77,690.26	
Expendable Trusts	3,155.49	
	184,589.12	
Fund Balance Reserved for Appropriation Deficit		
Snow Removal		
	<u>\$178,118,974.71</u>	<u>\$178,118,974.71</u>

Town of Natick
Balance Sheet
As of June 30, 2004
School Lunch Revolving Fund

Due From General Fund	\$172,425.46	Fund Balance Designated School Lunch	\$172,425.46
Due From General Fund	\$956,563.72	Revolving Funds	
		Fd Bal Des School Intramural Fund	\$288.69
		Fd Bal Des Ben-Hem EASEP	(281.29)
		Fd Bal Des Brown EASEP	2,087.15
		Fd Bal Des Lijja EASEP	3,701.91
		Fd Bal Des School Athletic Fund	50,092.69
		Fd Bal Des School Transportation	173,206.78
		Fd Bal Des Adult Education	24,142.39
		Fd Bal Des After School Alternative Program	64,042.97
		Fd Bal Des Summer School	22,576.51
		Fd Bal Des Summer School Remedial Workshop	9,131.50
		Fd Bal Des Summer Math Course	3,437.60
		Fd Bal Des NHS Testing Fund	787.54
		Fd Bal Des Recreation Programs	10,629.67
		Fd Bal Des Textbooks	21,785.69
		Fd Bal Des Proceeds Ins Recovery Over \$20,000	24,387.50
		Fd Bal Des Proceeds Ins Recovery Under \$20,000	33,428.24
		Fd Bal Des Rental of Facilities	53,169.81
		Fd Bal Des School Vandalism	3,797.44
		Fd Bal Circuit Breaker	(193,675.23)
		Fd Bal Des Business Recycled Cartridges	382.21
		Fd Bal Des Guidance/Transcripts	3,536.92
		Fd Bal Des Instructional Fees	431.73
		Fd Bal Des Child Development Tuition	4,892.58
		Fd Bal Des Photocopy Receipts	363.45
		Fd Bal Des Wall of Achievement	999.21
		Fd Bal Des Sale of Marshall Ave	1,811.01
		Fd Bal Des Rental of Camp Mary Bunker	8,288.44
		Fd Bal Des MBTA Busing	798.75
		Fd Bal Des Special Education Tuitions	309,267.59
		Fd Bal Des School Share Municipal Medicaid	224,873.82
		Fd Bal Des Bulky Waste Pick-Ups	28,327.99
		Fd Bal Des Composting Bin Program	5,952.43
		Fd Bal Des Conservation Commission Fees,	433.30
		Fd Bal Des Council Aging Transportation	3,311.12
		Fd Bal Des Sealer Weights/Measures Fines	5,788.10
		Fd Bal Des Rental Police Training Center	1,064.40
		Fd Bal Des Rail Link Shuttle	48,903.16
		Fd Bal Des Community Farm Project	399.95

Town of Natick
Balance Sheet
As of June 30, 2004

Federal Grants

Due From General Fund	\$137,695.98	
		\$15,051.31
	Fd Bal Des PL874	2,398.27
	Fd Bal Des Blizzard of 1992	6,835.95
	Fd Bal Des Delinquency Prevention	12,793.40
	Fd Bal Des Cops Problem Solving Partnership	490.46
	Fd Bal Des Health Information Needs	3,338.47
	FD Bal Des PL105-119 Local Law Enforcement Block Grant	10,840.00
	Fd Bal Des PL105-119 Local Law Envorndement Block Grant	917.43
	Fd Bal Des Title V	75,211.84
	Fd Bal Des PL194-142 SPED Allocation	(5,445.00)
	Fd Bal Des SPED Early Childhood Education	52,257.06
	Fd Bal Des Title I	15,068.19
	Fd Bal Des Sped Program Improvement	(110,598.19)
	Fd Bal Des CM White Physical Education	6,356.00
	Fd Bal Des Enhanced Educa thru Technology	16,639.14
	Fd Bal Des Middle School Reading	6,000.00
	Fd Bal Des Title V	2,266.12
	Fd Bal Des Drug Free Schools	15,378.10
	Fd Bal Des Teacher Quality	(264.30)
	Fd Bal Des 50/50 Special Education	(0.06)
	Fd Bal Des Police Youth Grant (New Horizons)	12,115.00
	Fd Bal Des Police Mgmt System	(108.00)
	Fd Bal Des Assist Firefighters Grant	4,047.40
	Fd Bal Des Assist Firefighters Grant	(3,892.61)
	Fd Bal Des Water Treatment Toxic Substance	

\$137,695.98

\$137,695.98

Town of Natick
Balance Sheet
As of June 30, 2004

State Grants

Due From General Fund	\$297,610.52	Fd Bal Des New Beginnings	\$190.32
		Fd Bal Des Culutral Arts	4,230.25
		Fd Bal Des Elder Affairs	54,544.05
		Fd Bal Des Public Libraries - Morse	78,796.35
		Fd Bal Des Public Libraries - Bacon	10,111.59
		Fd Bal Des Conservation Commission	1,636.00
		Fd Bal Des Design Rehab (Sewer)	24.80
		Fd Bal Des Tobacco Control Program	5,060.08
		Fd Bal Des Circulation Offset Award	6,178.03
		Fd Bal Des M/Library Early Childhood	2,464.93
		Fd Bal Des Bullet Proof Vests	(1,734.00)
		Fd Bal Des Water Pollution Title 5	479.00
		Fd Bal Des Mass Hgwy Moran Park	643.47
		Fd Bal Des Community Policing	9,233.53
		Fd Bal Des Governor's Highway Safety Program	558.69
		Fd Bal Des Cops in Shops	3,997.26
		Fd Bal Des Wellness Program	700.00
		Fd Bal Des Fire Safe Program	25.00
		Fd Bal Des Fire Safe Program	(1.89)
		Fd Bal Des Fire Safe Program	(157.87)
		Fd Bal Des Fiske Pond Clean-up	5,120.02
		Fd Bal Des Historic Landscape	11,200.00
		Fd Bal Des Community Policing	1,610.69
		Fd Bal Des Community Policing	0.09
		Fd Bal Des DARE Program	530.41
		Fd Bal Des Governor's Highway Safety Program	(0.06)
		Fd Bal Des Governor's Highway Safety Program	(1,615.90)
		Fd Bal Des Outdoor Classrooms	446.33
		Fd Bal Des Community Partnership	3,597.82
		Fd Bal Des Family Network	56.83
		Fd Bal Des Racial Imbalance	51,064.81
		Fd Bal Des Kindergarten Grant	816.11
		Fd Bal Des Enhanced School Health	3,648.73
		Fd Bal Des Academic Support Services	5,674.00
		Fd Bal Des Natick District Court	2,800.00

State Grants Continued

Fd Bal GHSB Speedwatch	5.00
Fd Bal Des Community Policing	19,992.85
FD Bal Des LLEPG Safety Equipment	(2,503.17)
Fd Bal Des Fire P/Sfty Equipment	252.65
Fd Bal Des GHSB Speed Limit	(2,679.29)
Fd Bal Des Cops in Shops	(28.96)
Fd Bal Des LEPC Grant Police	250.00
Fd Bal Des GHSB '04	(1,843.50)
Fd Bal Des MDU Deployment Fire	34.28
Fd Bal Des Rte 135 Fire Cables	(180.00)
Fd Bal Des Police Emergency Operations	8,000.00
Fd Bal Des MDPH Emergency Prepared	5,601.53
Fd Bal Des Turn2003	2,822.66
Fd Bal Des Pay-As-You-Throw	5,957.00
	<u>\$297,610.52</u>

Receipts Reserved for Appropriation

\$942,096.71	Rec Resvd Parking Meter Revenue	\$196,416.91
	Rec Resvd Land Purchase	0.60
	Rec Resvd Auto Lease Parking Surcharges	0.10
	Rec Resvd General Receipts	0.85
	Rec Resvd Mdsx Conty Dog Refund	(0.01)
	Rec Resvd Surplus Equipment Proceeds	12,342.27
	Rec Resvd Sale Senior Center	800.00
	Rec Resvd MBTA Busing	112,576.13
	Rec Resvd Wetlands Protection	29,674.58
	Rec Resvd Install Traffic Lights (Speen St)	19,681.69
	Rec Resvd Sale West Central Property	5,705.00
	Rec Resvd Sale Surplus Land	59,667.32
	Rec Resvd Plan Bd Fee (Homart)	8,659.80
	Rec Resvd Future Oil Tank Debt	(6,656.13)
	Rec Resvd Future Septic System Debt	72,223.16
	Rec Resvd Sewer Bank Sale	144,075.05
	Rec Resvd Improve Gristmill Lane	8,576.66
	Rec Resvd Improve Westwood Road	2,263.10
	Rec Resvd Improve Bunker Lane	860.52

Town of Natick
Balance Sheet
As of June 30, 2004

Receipts Reserved for Appropriation Continued

Rec Resvd Improve Megonko Brook	350.00
Rec Resvd Improve Redman Drive Pump Station	12,000.00
Rec Resvd Improve Garden Road Ext	4,770.00
Rec Resvd Improve Travis Road Pump Station	(926.40)
Rec Resvd Improve Drainage Home Depot	5,000.00
Rec Resvd Improve Pamela Road Pump Station	58.62
Rec Resvd Improve Lakeshore Road Water Main	20,229.76
Rec Resvd Sidewalk Projects	123,591.05
Rec Resvd Improve Stillman Street Ext	2,750.51
Rec Resvd Cable Renewal Section 7.3	3,953.45
Rec Resvd Cable Equip Section 6.6	0.18
Rec Resvd Cable Equip Section 7.2 Tel/Educa	35,232.71
Rec Resvd Cable Equip Section 7.1	21,723.64
Rec Resvd Transportation Project/Equipment	8,000.00
Rec Resvd Traffic/Transportation Mitigation	38,495.59
	<u>\$942,096.71</u>

Capital Projects Fund

\$4,818,908.06

Due from General Fund

Bond Anticipation Notes:

Street Lights	315,000.00
I-Net Equipment	190,000.00
Wilson Middle School Construction	14,700,000.00
High School Plans	200,000.00

Fund Balances:

Fund Balance Transfer Station	35,467.45
Fund Balance Public Works Facility	1,367.19
Fund Balance Sewer Mercer Road	0.05
Fund Balance Elm Bank Water	0.04
Fund Balance Land Acquisition	2,863.99
Fund Balance Brown School	47,441.31
Fund Balance Chapter 90 Roadways	30,488.43
Fund Balance Pegan Cove/Lake Cochituate	13,196.51

Capital Projects Fund Continued

Fund Balance Morse Library	24,441.33
Fund Balance Municipal Complex	208,459.82
Fund Balance Golf Course	175,379.56
Fund Balance Water Treatment Plant	337.75
Fund Balance Sewer Rockwood/Scardsdale Road	17,429.01
Fund Balance Sewer Inflow/Infiltration	125,355.56
Fund Balance Computer Equipment	9,019.77
Fund Balance Ben-Hem School Construction	18,840.06
Fund Balance Municipal Oil Tanks	2,851.96
Fund Balance Sewer Union Street	35,127.22
Fund Balance Sewer Leach Lane	137,534.68
Fund Balance Waterline Lakeshore Road	416,240.37
Fund Balance Sewer Boden Lane	54.96
Fund Balance Water Pine/North Main Street	502,196.81
Fund Balance Water Mains Bacon Street	251,674.50
Fund Balance Fire Truck	40,054.34
Fund Balance Water Meter Program	837,557.93
Fund Balance Sewer Lakeshore Road	231,996.92
Fund Balance Sewer East Central St	642,774.33
Fund Bal Wilson Middle School Plns/Construction	(13,836,397.62)
Fund Balance Chapter 90 Roadways	(8,694.92)
Fund Balance Curbing Porter Road	16,000.00
Fund Balance Street Lighting	(286,507.54)
Fund Balance I-Net Equipment	(181,683.78)
Fund Balance High School Plans	(200,000.00)
Fund Balance MWPAT Springvale Treatment Plant	103,040.07
	<u>\$4,818,908.06</u>

Trust Funds in Custody of Others

General Book Fund	\$450,864.00
Blanche Harwood Fund	194,131.00
Nellie Lamy Fund	45,240.00
John O Wilson Fund	28,426.00
Richardson Harwood Fund	429,175.00
Anita Green Fund	47,216.00
	<u>\$1,195,052.00</u>

Trust Funds in Custody of Morse Institute

Town of Natick
Balance Sheet
As of June 30, 2004

Expendable Trust Funds

Funds Held in Custody Town Treasurer {Non-Expendable}	73,527.69	Due to General Fund	3,155.49
		John B Walcott Invested Interest {Non-Expendable}	45,000.00
		John B Walcott Charity {Non-Expendable}	28,254.05
		John B Walcott Interest	(2,881.85)
	<u>\$73,527.69</u>		<u>\$73,527.69</u>

Cemetery Trust Funds

Funds Held in Custody Town Treasurer {Non-Expendable}	\$14,491.52	Non-Expendable:	\$101.49
Funds Held in Custody Town Treasurer {Expendable}	19,942.48	Abraham Bigelow	640.75
		George Beckman	81.62
		Thomas Smith	736.54
		William Crosby	101.49
		George Cobb	107.36
		Edward Bigelow	9,194.81
		Collins/Morse	2,476.14
		Capt William Stone	204.11
		Nagle/Fox	
		Expendable:	
		Henry Wilson Cemetery	20,789.69
	<u>\$34,434.00</u>		<u>\$34,434.00</u>

Stabilization Fund

Trust Funds in Custody of Town Treasurer	<u>\$4,798,985.39</u>	Stabilization Fund	<u>\$4,798,985.39</u>
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Conservation Commission Fund

Trust Funds in Custody Town Treasurer	<u>\$1,276,452.24</u>	Conservation Commission Fund	<u>\$1,276,452.24</u>
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Town of Natick
Balance Sheet
As of June 30, 2004

Retirement Fund

Deferred Compensation 457 Plans	\$9,506,519.46
Deferred Compensation Annuities	75,943.70
Deferred Compensation OBRA Plan	1,462,328.20

	<u>\$11,044,791.36</u>
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Trust Funds in Custody of Town Treasurer

Kennedy Family Trust

Fund Balance Designated Kennedy Family Trust	<u>\$179,712.32</u>
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Trust Funds in Custody of Town Treasurer

Gifts/Donations:

Expendable Trusts:

Henry Wilson Shop Maintenance	64,644.44	4,719.20
George Rogers Trust Fund	\$221,822.50	359.70
Sally Spaulding Welfare		1,863.57
Maria Hayes Town House		55,233.17
Maria Hayes Welfare		1,864.28
Gerald Ash Scholarship Fund		604.52

Funds Custody Town Treasurer
Due From General Fund

Gifts:

Council on Aging Donations	9,930.37
Town Forest Wood	571.93
Ambulance Memorial Fund	280.00
Hospice At Home Donations	85.00
Captain Tom's Hill	30,238.99
Recreation BAA Marathon	4,084.65
Youth Coordinator Designated Funds	1,145.30
Commission for the Disabled	2,368.08
Natick Project DARE	3,596.87
Green Pages - Recycling Committee	200.00
Fire Prevention	0.58
Municipal Building Trust	5,609.75
Life Insurance Dividends	13,668.00
Law Enforcement Trust	13,649.05
Homart/Police Motorcycle	739.00
Gun Buy Back Program	250.00
Police Bicycle Program	1,500.00
Desnig/Reno Soccer Field	8,722.50

Town of Natick
Balance Sheet
As of June 30, 2004

Gifts/Donations: Continued

Gifts Continued:

Volunteer Caregivers Program	(413.20)
Shaw Park Restoration	772.40
Pegan Cove Park	(0.42)
Veterans Oral History Project	5,143.45
Public Schol Technology Gift	409.62
Local History Project	3,258.18
Natick Police Trust Fund	1,737.44
Natick Police Shop Lifter Training	1,800.00
Library Summer Page Program	3,143.15
Elderly/Disabled Taxation Fund	9,375.08
Metrowest Hospital Endowment Gift	5.25
Metrowest Foundation - Health Grant	8,938.30
Children First Program Donations	6,914.31
Metrowest Foundation - Library Health Plan	(10,935.88)
Tenet Health Care Foundation/ School Dept	1,807.00
Natick School Performance Grant	2,100.52
Purchase Shade Trees	1,500.00
Cognex Library Computer Labs	(3,157.00)
Memorial Beach Drainage	182.37
Memorial Beach Playground	41.60
South Natick Skating Area	43.25
High School Lacrosse Nets	1,000.00
Track Hurdles Recreation/High School	2,988.82
Tenet H/Care Foundation First Response	2,000.00
Eleanor Roosevelt Tech Fellowship	595.00
Natick Cultural Council	420.16
Wilson Math Team	3,315.53
Metrowest Hlth Healthier Natick	1,201.18
Natick Public School Donations	1,323.00
Brown School Donations	452.99
Johnson School Donations	3,298.19
Lilja School Donations	199.26
Memorial School Donations	2,378.81
Kennedy Middle School Donations	7,583.69
Wilson Middle School Donations	7,542.68
Natick High School Donations	6,185.60
Natick High School Wellness #720	7,752.31
Business Professionals of America	407.36

Gifts/Donations: Continued

Gifts Continued:

Tenet Healthcare Public Safety Training	5,000.00
Community Coalition - Walking Program	3,476.37
Memorial Beach Concession Restoration Project	3.00
West Suburban Arena - Door Replacement	2.00
Skating Rink Cooling Towers Project	225.00
MCHCF Mental Health Grant #707	(26,821.22)
Tenet Health Care Fire Ambulance Training/Equip	5.00
Morse Library Archives Room	5,735.94
MCHCF Heart Healthier Natick #903	3,367.66
Tenet Fire Public Safety Training	5.65
MCHCF High School Wellness #919	1,957.46
Police - Safe Neighborhood Heroes	1,500.00
Loker Park Basketball Court Renovations	9,400.00
School Department Photography	2,406.37
Natick Education Foundation Awards	37,609.20
	<u>\$286,466.94</u>

Agency Funds

Undes Fd Bal Firearms Due State	3,025.00
Undes Fd Bal Miscellaneous Cash Charges	\$37,566.40
Undes Fd Bal Deposits Blids	2,680.00
Undes Fd Bal Guaranteed Bond Deposits	15,400.00
Undes Fd Bal Insurance Trust Fund	1,541.00
Undes Fd Bal Blue Cross Employee	18,277.37
Undes Fd Bal Grand Jury Reimbursement	10.16
Undes Fd Bal Dog Licenses Due County	183.00
Undes Fd Bal Conservation Commission	(343.75)
Undes Fd Bal Tax Fordsources	6,275.00
Undes Fd Bal Disability Insurance Refund	(245.14)
Undes Fd Bal Deferred Compensation Refund	(175.13)
Undes Fd Bal Flex Spending Acct	(346.17)
Undes Fd Bal Generator Assistance	6,000.00
Undes Fd Bal Annuity Refund	(700.00)
Undes Fd Bal Retirement Refund	(190.54)
Undes Fd Bal LMMWC Paramedic Services	455.86
Undes Fd Bal Environmental Coalition	25.05
Undes Fd Bal Deputy Collector Fees	(4,668.45)
Undes Fd Bal Collector pass through State User Charges	1,584.71
Undes Fd Bal Planning Board Fees	45,042.70
Undes Fd Bal Conservation Commission Fees	4,256.53
Undes Fd Bal Fire Inspection Fees	73,884.00
Undes Fd Bal Cable Installation Fees	2,992.00
Undes Fd Bal School Residency Check	(1,343.56)
Undes Fd Bal Federal Tax Refund	699.21

\$211,885.25

Due From General Fund
Accounts Receivable:
Police Special Details
Fire Special Details

Town of Natick
Balance Sheet

As of June 30, 2004

Maturing Debt

Amounts to be Provided for Payment of Bonds
Bonds Authorized

\$73,608,393.51
29,568,647.05

Bonds Payable Inside Debt Limit:

1992 Land Acquisition {1}	1,690,000.00
1996 Library Construction {1}	3,965,000.00
1997 Brown School	210,000.00
1997 Lijja School {1}	2,365,000.00
1997 Library Construction {2}	540,000.00
1997 Municipal Complex {1}	185,000.00
1998 Sewer Pleasant/Rockwood Street	6,500,000.00
1998 Municipal Complex{2}	5,855,000.00
1998 Lijja School {2}	1,625,000.00
1998 Library Construction {3}	590,000.00
1999 Sewer Projects	475,000.00
1999 Sewer Union Street	75,000.00
1999 Sewer Relining	50,000.00
1999 Land Purchase Bacon Street	7,000,000.00
1999 Municipal Complex {3}	240,000.00
1999 Lijja School (3)	11,220,000.00
2000 Ben-Hem School	350,000.00
2000 Sewer Bowden Lane	700,000.00
2000 Sewer Water/River/Lincoln/Cohns Sts	122,763.61
2001 MWPAT Septic (Title 5)	2,675,000.00
2002 Golf Course	380,000.00
2002 Sewer Lakeshore/Sunnyside/Worcester Sts	180,000.00
2002 Sewer Leach Lane	104,940.00
2002 Sewer I/I	420,000.00
2002 Fire Truck	210,689.90
2002 MWPAT/Stormwater Management	840,000.00
2004 Land Acquisition (Refinanced)	11,150,000.00
2004 Wilson Middle School	1,000,000.00
2004 Kennedy Middle School	140,000.00
2004 Bowden Lane	

Town of Natick
Balance Sheet
As of June 30, 2004

Maturing Debt

Bonds Payable Outside Debt Limit:

1996 Landfill Capping (1)	220,000.00
1997 Removal Municipal Oil Tanks	485,000.00
1997 Water Treatment Plant	325,000.00
1997 Landfill Capping (2)	145,000.00
1998 Water Treatment Plant	910,000.00
1998 Landfill Capping {3}	1,875,000.00
1999 Waterline Lakeshore Road	400,000.00
1999 Landfill Capping (4)	2,525,000.00
2000 Waterline Mains	450,000.00
2002 Water Rellining	1,130,000.00
2002 Water Bacon/North Main Sts	560,000.00
2002 Water Meter Program	1,440,000.00
2004 Elm Bank (Refinanced)	1,335,000.00
2004 Water Meters	350,000.00
2004 Municipal Oil Tanks (Refinanced)	600,000.00
Bonds Authorized Unissued	29,568,647.05

103,177,040.56

Golf Enterprise Fund

[illegible]

RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
PUBLIC EDUCATION									
NAITICK PUBLIC SCHOOLS									
#5100	293,634.14	26,904,355.00			27,197,989.14	26,562,344.55		523,520.14	112,124.45
#5200-5600	806,338.67	6,994,197.00			7,800,535.67	6,840,715.26	128.80	(246,608.60)	1,206,300.21
CAPITAL EQUIPMENT									
#5800	27,770.63				27,770.63			0.00	0.00
#5800	4,354.37				4,354.37			0.00	4,354.37
CAPITAL IMPROVEMENTS									
#5800		30,000.00			30,000.00			0.00	30,000.00
#5800		25,000.00			25,000.00			0.00	25,000.00
#5800		287,000.00			287,000.00			0.00	287,000.00
REGIONAL TECHNICAL SCHOOL									
#6000		1,190,994.00	(152,000.00)		1,038,994.00	1,038,393.00		601.00	
TOTAL EDUCATION									
	\$1,132,097.81	\$35,431,546.00	(\$152,000.00)	\$0.00	\$36,411,643.81	\$34,441,452.81	\$128.80	\$277,512.54	\$1,692,549.66
REVOLVING FUNDS (EDUCATION)									
ATHLETIC REVOLVING	118,048.19		211,420.44		329,468.63	279,375.94		0.00	50,092.69
INTRAMURAL ATHLETIC REVOLVING	288.69				288.69			0.00	288.69
ADULT EDUCATION REVOLVING	49,234.38		219,659.95		268,894.33	244,751.94		0.00	24,142.39
BEN-HEN EASEP	2,038.38		9,385.00		11,423.38	11,704.67		(0.00)	(281.29)
BROWN EASEP	2,061.06		28,505.00		30,566.06	28,478.91		0.00	2,087.15
BUSINESS RECYCLED CARTRIDGES			382.21		382.21			0.00	382.21
CHILD DEVELOPMENT TUITION			4,892.58		4,892.58			0.00	4,892.58
GUIDANCE/TRANSCRIPTS			3,536.92		3,536.92			0.00	3,536.92
INSTRUCTIONAL FEES			431.73		431.73			0.00	431.73
LILJA EASEP	5,958.61		13,890.00		19,848.61	16,146.70		0.00	3,701.91
NHS TESTING PROGRAM			3,527.54		3,527.54	2,740.00		0.00	787.54
PHOTOCOPY RECEIPTS			363.45		363.45			0.00	363.45
SPEED CIRCUIT BREAKER			214,068.00		214,068.00	407,743.23		0.00	(193,675.23)
SUMMER SCHOOL REVOLVING	13,895.05		64,193.50		78,088.55	55,512.04		0.00	22,576.51
TEXTBOOKS REVOLVING	5,300.71		16,484.98		21,785.69			0.00	21,785.69
RENTAL/FACILITY REVOLVING	67,312.77		101,369.49		168,682.26	115,512.45		0.00	53,169.81
SCHOOL VANDALISM REVOLVING	3,797.44				3,797.44			0.00	3,797.44
ELIOT SCHOOL REVOLVING	0.00		126,780.00		126,780.00	119,780.00	7,000.00	0.00	0.00
SPEC NDS TUITION REVOLVING	393,106.77		214,604.22		607,710.99	298,443.40		(0.00)	309,267.59
MEDICAD REIMBURSEMENT	318,473.98		108,990.00		427,463.98	202,590.16		(0.00)	224,873.82
AFTER SCHOOL ALTERNATIVE PROG	58,452.63		176,514.87		234,967.50	170,924.53		0.00	64,042.97
SCHOOL TRANSPORTATION	271,730.78		199,328.00		471,058.78	297,852.00		0.00	173,206.78
SUMMER MATH COURSE	1,238.39		5,220.00		6,458.39	3,020.79		0.00	3,437.60
SUMMER REMEDIAL PROGRAM	6,835.00		12,350.00		19,185.00	10,053.50		0.00	9,131.50
WALL OF ACHIEVEMENT			999.21		999.21			0.00	999.21
SCHOOL LUNCH REVOLVING	216,933.66		947,664.89		1,164,598.55	992,173.09		0.00	172,425.46

**TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004**

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<u>FEDERAL GRANTS (EDUCATION)</u>									
PL 874	15,051.31				15,051.31			0.00	15,051.31
TITLE VI	14,719.00				14,719.00	14,719.00		0.00	0.00
SPED PROFESSIONAL DEVELOPMENT	116.02				116.02	116.02		0.00	0.00
TEACHER TRAINING MATH/SCIENCE	31.00				31.00	31.00		0.00	0.00
PL94-142 SPED ALLOCATION	(8.01)				(8.01)	(8.01)		0.00	0.00
CLASS SIZE REDUCTION PROGRAM	648.00				648.00	648.00		0.00	0.00
EISENHOWER STATE WIDE	864.76				864.76	864.76		0.00	0.00
SPED CORRECTIVE ACTION	2,825.87				2,825.87	2,825.87		0.00	0.00
TECHNOLOGY LITERACY CHALLENGE	21.84				21.84	21.84		0.00	0.00
DRUG FREE SCHOOL DISTRICT	34,169.74				34,169.74	34,169.74		0.00	0.00
PL94-142 SPED	75,234.78				75,234.78	75,234.78		0.00	0.00
TITLE I	35,196.93				35,196.93	35,196.93		0.00	0.00
SPED PROGRAM IMPROVEMENT	6,421.45		11,737.00		18,158.45	18,158.45		0.00	0.00
SPED EARLY CHILDHOOD	646.00				646.00	646.00		0.00	0.00
ENHANCED EDUCATION THRU TECHNOLOGY	3,000.00				3,000.00	3,000.00		0.00	0.00
TITLE V	(2,155.00)		5,785.00		3,630.00	3,630.00		0.00	0.00
TEACHER QUALITY	16,256.96				16,256.96	16,256.96		0.00	0.00
TITLE V	8,110.00		24,328.00		32,438.00	31,520.57		0.00	917.43
STATE ASSESSMENT PROGRAM	(3.75)				(3.75)	(3.75)		0.00	0.00
EARLY CHILDHOOD TRAINING	3,020.00				3,020.00	3,020.00		0.00	0.00
MENTAL HEALTH SUPPORT	810.97		3,500.00		4,310.97	4,310.97		0.00	0.00
SPED MIDDLE SCHOOL READING	4,210.00		8,750.00		12,960.00	12,960.00		0.00	0.00
SPED SUPPLEMENT	6,950.00				6,950.00	6,950.00		0.00	0.00
50/50 SPECIAL EDUCATION	(58,996.30)		58,732.00		(264.30)			0.00	(264.30)
EISENHOWER STATE WIDE	5,000.00		5,000.00		10,000.00	10,000.00		0.00	0.00
PL94-142 SPED			760,827.00		760,827.00	685,615.16		0.00	75,211.84
SPED EARLY CHILDHOOD			24,960.00		24,960.00	30,405.00		0.00	(5,445.00)
TITLE I			312,968.00		312,968.00	260,710.94		0.00	52,257.06
SPED PROGRAM IMPROVEMENT			35,301.00		35,301.00	20,232.81		0.00	15,068.19
CM WHITE PHYSICAL EDUCATION					0.00	110,598.19		0.00	(110,598.19)
ENHANCED EDUCATION THRU TECHNOLOGY			11,356.00		11,356.00	5,000.00		0.00	6,356.00
SPED-MIDDLE SCHOOL READING			20,000.00		20,000.00	3,360.86		0.00	16,639.14
TITLE V			17,897.00		17,897.00	11,897.00		0.00	6,000.00
DRUG FREE SCHOOLS			18,537.00		18,537.00	16,270.88		0.00	2,266.12
TEACHER QUALITY			98,639.00		98,639.00	83,260.90		0.00	15,378.10
<u>STATE GRANTS (EDUCATION)</u>									
NEW BEGINNINGS	190.32				190.32			0.00	190.32
OUTDOOR CLASSROOMS	446.33				446.33			0.00	446.33
COMMUNITY PARTNERSHIP	572.56				572.56	572.56		0.00	0.00
FAMILY NETWORK	609.24				609.24	609.24		0.00	0.00
METRO PROGRAM	81,199.63				81,199.63	81,199.63		0.00	0.00
KINDERGARTEN ENHANCEMENT	9,988.60				9,988.60	9,988.60		0.00	0.00
EARLY INTERVENTION LITERACY	4,580.72				4,580.72	4,580.72		0.00	0.00
K-5 LITERACY SUPPORT	4,916.59				4,916.59	4,916.59		0.00	0.00
ACADEMIC SUPPORT SERVICES	9,979.57				9,979.57	9,979.57		0.00	0.00
FHSB SCHOOL SAFETY BELT	599.00				599.00	599.00		0.00	0.00

RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
STATE GRANTS (EDUCATION)									
COMMUNITY PARTNERSHIP			209,029.00		209,029.00	205,431.18		0.00	3,597.82
FAMILY NETWORK			124,669.00		124,669.00	124,612.17		0.00	56.83
SUMMER ACADEMIC SUPPORT			26,144.00		26,144.00	26,144.00		0.00	0.00
METCO PROGRAM			246,995.00		246,995.00	195,930.19		0.00	51,064.81
KINDERGARTEN GRANT			302,280.00		302,280.00	301,463.89		(0.00)	816.11
ENHANCED SCHOOL HEALTH			50,311.20		50,311.20	46,662.47		0.00	3,648.73
GREEN SCHOOL FEASIBILITY STUDY			20,000.00		20,000.00	20,000.00		0.00	0.00
ACADEMIC SUPPORT SERVICES			6,624.00		6,624.00	950.00		0.00	5,674.00
TOTAL REVOLVING/FEDERAL/STATE GRANTS									
	\$1,819,930.62	\$0.00	\$5,088,931.18	\$0.00	\$6,908,861.80	\$5,792,064.03	\$7,000.00	\$0.00	\$1,109,797.77
PUBLIC SAFETY									
POLICE DEPARTMENT									
SALARIES		4,374,154.00			4,374,154.00	4,338,466.98		35,687.02	
#5100									
#5200-5600 OPERATING EXPENSES	1,953.50	217,125.00			219,078.50	191,128.17		25,458.09	2,492.24
#5700 CARE OF STRAY ANIMALS		11,000.00			11,000.00	8,040.96		2,959.04	
OTHER CAPITAL OUTLAY									
CRUISERS	99,640.00	150,000.00			249,640.00	88,727.52		(0.00)	160,912.48
#5800									
NOTEBOOK PC'S W/MODEMS	12,423.75				12,423.75	4,826.07		0.00	7,597.68
#5800									
MOBILE DATA SYSTEM	5,440.00	7,000.00			12,440.00	5,440.00		0.00	7,000.00
LEASED EQUIPMENT									
LEASE PURCHASE - MOTORCYLES	7,200.00	11,000.00			18,200.00	10,800.00		7,400.00	
#5900									
MOTORCYCLE - EXCISE TAX		714.00			714.00	713.76		0.24	
FIRE DEPARTMENT									
SALARIES		5,372,591.00			5,372,591.00	5,239,271.78		133,319.22	
#5100									
#5200-5600 OPERATING EXPENSES	9,110.89	159,875.00			168,985.89	152,193.93		7,618.29	9,173.67
#6000 GRANT MATCHING FUNDS		22,600.00			22,600.00		22,600.00	0.00	
OTHER CAPITAL OUTLAY									
AMBULANCE REPLACEMENT	75,000.00	98,408.00			173,408.00			0.00	173,408.00
#5800									
FIRE VEHICLE (CAR #2)		28,000.00			28,000.00			0.00	28,000.00
CAPITAL IMPROVEMENTS									
FIRE ALARM STUDY Y2K	46,008.50				46,008.50			0.50	0.00
#6000									
RENO(3) DISTRICT FIRE STATIONS	231.28				231.28	231.28		0.00	0.00
#6000									
DISTRICT FIRE STA IMPROVEMENTS	46,685.00				46,685.00	10,658.84		0.00	36,026.16
NATICK EMERGENCY MANAGEMENT ASSISTANCE									
OPERATING EXPENSE		1,100.00			1,100.00			176.05	923.95
#5200									
STREET/HOLIDAY LIGHTING									
UTILITIES ELECTRIC	125,193.99	300,000.00			425,193.99	192,760.84		2,209.52	230,223.63
#5200									
HOLIDAY LIGHTING		1,000.00			1,000.00	153.48		846.52	
TOTAL PUBLIC SAFETY									
	\$428,886.91	\$10,754,567.00	\$0.00	\$0.00	\$11,183,453.91	\$10,243,413.61	\$68,608.00	\$215,674.49	\$655,757.81

**TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004**

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<i>PUBLIC WORKS</i>									
<i>ADMINISTRATION</i>									
#5100 SALARIES		246,933.00			246,933.00	244,709.49		2,223.51	0.00
#5200-5600 OPERATING EXPENSES		27,150.00			27,150.00	26,880.62		269.38	0.00
#5100 SALARIES		229,620.00			229,620.00	227,994.13		1,625.87	
#5200-5600 OPERATING EXPENSES	1,300.70	13,400.00			14,700.70	12,720.51		620.30	1,359.89
#6000	6,768.00				6,768.00			0.00	6,768.00
<i>SPECIAL ARTICLE</i>									
DRAINAGE STUDY VARIOUS STS									
<i>MAINTENANCE OF PROPERTIES/EQUIPMENT</i>									
<i>LAND FACILITIES & NATURAL RESOURCES</i>									
#5100 SALARIES	7,618.52	368,361.00			368,361.00	361,385.60		6,975.40	
#5200-5600 OPERATING EXPENSE		107,915.00			115,533.52	100,359.18		719.42	14,454.92
<i>LAND FACILITIES & NATURAL RESOURCES</i>									
<i>OTHER CAPITAL OUTLAY</i>									
#5800 TRACTOR REPLACE JOHN DEER		45,000.00			45,000.00			0.00	45,000.00
#5800 FIELD TRACTOR & TRAILER		18,000.00			18,000.00			0.00	18,000.00
#5100 SALARIES	6,070.71	301,276.00			301,276.00	296,789.34		4,486.66	
#5200-5600 OPERATING EXPENSES		975,903.00			981,973.71	948,546.05		31,117.26	2,310.40
#5800		27,000.00			27,000.00			0.00	27,000.00
<i>EQUIPMENT MAINTENANCE</i>									
#5100 SALARIES		422,433.00			422,433.00	400,930.71		21,502.29	
#5200-5600 OPERATING EXPENSES	2,620.88	401,780.00		34,000.00	438,400.88	425,936.92		4,051.03	8,412.93
<i>OTHER CAPITAL OUTLAY</i>									
#5800 FORD BRONCO M1		28,000.00			28,000.00			0.00	28,000.00
#5800 ANTIFREEZE RECYCLING MACHINE		2,800.00			2,800.00			0.00	2,800.00
#5800 PUBLIC SCHOOLS - PICKUP TRUCK		35,000.00			35,000.00			0.00	35,000.00
<i>OTHER CAPITAL OUTLAY</i>									
#5800 PURCHASE OF SURPLUS EQUIPMENT		8,000.00			8,000.00	7,999.96		0.04	
#5800 FUEL DEPOT UPDATES	2,110.00				2,110.00	1,592.96		517.04	

RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<i>PUBLIC WORKS</i>									
<i>CAPITAL IMPROVEMENTS TOWN PROPERTIES</i>									
#6000	2,480.00				2,480.00			630.00	1,850.00
#6000	1,255.64				1,255.64			1,255.64	
#6000	3,500.00				3,500.00	3,500.00		0.00	
#6000	3,600.00				3,600.00	3,600.00		0.00	
#6000	4,848.91				4,848.91	1,030.11		0.00	3,818.80
#6000		17,000.00			17,000.00			0.00	17,000.00
#6000		18,000.00			18,000.00			0.00	18,000.00
#6000		22,000.00			22,000.00			0.00	22,000.00
#6000		10,000.00			10,000.00			0.00	10,000.00
#6000		15,000.00			15,000.00	325.00		0.00	14,675.00
<i>HIGHWAY/SANIT/RECYCLE</i>									
#5100		1,184,142.00			1,184,142.00	1,104,033.79		79,804.21	304.00
#5200-5600	102,992.55	1,847,487.00			1,950,479.55	1,552,946.04		269,544.28	127,989.23
#5700		150,000.00			150,000.00	150,000.00		0.00	
<i>OTHER CAPITAL OUTLAY</i>									
#5800		50,000.00			50,000.00			0.00	50,000.00
#5800		6,000.00			6,000.00			0.00	6,000.00
#5800		7,200.00			7,200.00			0.00	7,200.00
<i>SPECIAL ARTICLES</i>									
#6000	17,219.00				17,219.00			0.00	17,219.00
#6000	12,549.90				12,549.90	2,380.00		0.00	10,169.90
<i>SANITARY SEWER COLLECTION & DISPOSAL</i>									
#5700	18,396.12				18,396.12	12,516.44		(0.00)	5,879.68
<i>OTHER CAPITAL OUTLAY</i>									
#5800	9,471.00				9,471.00	9,471.00		0.00	
<i>CAPITAL IMPROVEMENT</i>									
#6000	30,485.68				30,485.68			0.00	30,485.68
#6000	6,120.73				6,120.73	1,834.23		0.00	4,286.50
#6000	394,000.00				394,000.00			0.00	394,000.00
<i>WATER SUPPLY AND DISTRIBUTION</i>									
<i>CAPITAL IMPROVEMENT</i>									
#6000	22,906.45				22,906.45			0.00	22,906.45
#6000	19,614.09				19,614.09	7,854.75		0.00	11,759.34
#6000	150,000.00				150,000.00			0.00	150,000.00
#6000	56,656.07				56,656.07	370.43		0.00	56,285.64
#6000	135,184.71				135,184.71	12,241.76		0.00	122,942.95
TOTAL PUBLIC WORKS DIVISIONS									
		\$1,017,769.66	\$6,585,400.00	\$0.00	\$34,000.00	\$7,637,169.66	\$5,917,949.02	\$0.00	\$425,342.33
									\$1,293,878.31

**TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004**

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<u>PUBLIC HEALTH SERVICES</u>									
<u>BOARD OF HEALTH</u>									
#5100 SALARIES		287,924.00			287,924.00	272,141.66		15,119.84	662.50
#5200-5600 OPERATING EXPENSES	75.00	23,000.00			23,075.00	17,685.78		4,754.82	634.40
#5700 HOUSEHOLD HAZARDOUS WASTE		15,000.00			15,000.00	12,868.00		333.00	1,799.00
<u>HUMAN SERVICES</u>									
<u>PARKS & RECREATION</u>									
#5100 SALARIES		435,077.00			435,077.00	434,818.86		258.14	
#5200-5600 OPERATING EXPENSE	472.47	44,327.00			44,799.47	43,629.79		154.19	1,015.49
#5700 TREATMENT DUG POND		22,200.00			22,200.00	22,249.24		(49.24)	
<u>HUMAN SERVICES</u>									
#5100 SALARIES		42,017.00			42,017.00	39,420.98		2,596.02	
#5200-5600 OPERATING EXPENSE		15,660.00			15,660.00	9,805.56		2,254.44	3,600.00
<u>NEIGHBORHOOD BUS</u>									
#5100 SALARIES		153,426.00			153,426.00	130,555.57		22,870.43	
#5200-5600 OPERATING EXPENSE		27,700.00			27,700.00	25,809.83		1,890.17	
#5700 INSURANCE OTHER		9,800.00			9,800.00	9,800.00		0.00	
<u>OTHER CAPITAL OUTLAY</u>									
#5800 Neighborhood Bus Purchase				58,000.00	58,000.00	56,000.00		2,000.00	
<u>VETERANS SERVICES</u>									
#5100 SALARIES		90,932.00			90,932.00	90,931.30		0.70	482.82
#5200-5600 OPERATING EXPENSE	1,784.67	6,350.00			8,134.67	7,645.91		5.94	
#5700 CASH ALLOWANCES VETS		35,000.00		1,030.62	36,030.62	31,071.20		4,959.42	63.59
#5700 HOSP/MEDICAL VETS	1,763.67	10,000.00		3,099.82	14,863.49	16,578.94		(1,779.04)	300.00
#5700 FOOD/CLOTH/FUEL VETS		300.00			300.00	1,199.18		(1,199.18)	
#5700 NURSE HOME/TRANS/VETS		250.00			250.00			250.00	
#5700 VETS BENEFITS OTHER		1,200.00			1,200.00	447.90		552.10	200.00
#5700 MEMORIAL DAY		11,000.00			11,000.00	10,602.12		(462.12)	860.00
#5700 VETERANS DAY		2,200.00			2,200.00	1,925.00		275.00	
<u>COUNCIL ON AGING</u>									
#5100 SALARIES		181,675.00			181,675.00	175,515.80		6,159.20	24.90
#5200-5600 OPERATING EXPENSE	150.08	12,745.00			12,895.08	12,820.24		49.94	

TOTAL HEALTH & HUMAN SERVICES	\$4,245.89	\$1,427,783.00	\$0.00	\$62,130.44	\$1,494,159.33	\$1,423,522.86	\$0.00	\$60,993.77	\$9,642.70
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RECAPITULATION OF EXPENDITURES JULY 1, 2003 THROUGH JUNE 30, 2004										
ACCOUNT CODES	GENERAL GOVERNMENT FINANCE COMMITTEE	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
#5100	SALARIES		3,200.00			3,200.00	462.24		2,737.76	
#5200-5600	OPERATING EXPENSES		3,860.00			3,860.00	2,782.87		1,077.13	
#5700	PERSONNEL BOARD CLASSIFICATION PROGRAM		1,500.00			1,500.00			0.00	1,500.00
#5100	JTN ADMINISTRATOR SALARIES		339,706.00			339,706.00	316,678.68		23,027.32	
#5200-5600	OPERATING EXPENSES	68,000.00	142,965.97			210,965.97	137,428.07		20,837.33	52,700.57
#6000	METRO WEST GROWTH MANAGEMENT		10,000.00			10,000.00	7,738.00		2,262.00	
#6000	REDEVELOPMENT NATICK CENTER	20,875.00	25,000.00			45,875.00	20,875.00		0.00	25,000.00
#6000	OTHER CAPITAL OUTLAY SELECT-WEST SUBURBAN ARENA RENO	11,347.13				11,347.13	11,074.76		272.37	
#6000	SELECT-REMOVAL MUNICIPAL OIL TANKS	143,393.17				143,393.17	70,203.40		0.00	73,189.77
#6000	SPECIAL ARTICLES EPA SETTLEMENT	93,478.90				93,478.90	187.35		93,291.55	
#6000	OFU ARTICLE 2 FREE CASH ASSISTANCE		206,163.00			206,163.00		206,163.00	0.00	
#6000	OFU SASSAMON TRACE GOLF COURSE				215,341.00	215,341.00		215,341.00	0.00	
#5100	COMPTROLLER SALARIES	249.51	217,289.00			217,289.00	214,535.72		2,753.28	740.81
#5200-5600	OPERATING EXPENSES		6,750.00			6,999.51	6,250.92		7.78	
#5100	INFORMATION SYSTEMS SALARIES	50,397.88	272,297.00			272,297.00	271,028.68		1,268.32	25,106.93
#5200-5600	OPERATING EXPENSES		230,600.00			280,997.88	253,787.12	469.14	1,634.69	
#5800	OTHER CAPITAL OUTLAY EQUIP REPLACE COMPUTER		91,545.00			91,545.00	76,145.83		0.17	15,399.00
#5800	LAND MANAGEMENT SOFTWARE	44,450.00	47,500.00			91,950.00	63,614.14		0.86	28,335.00
#5800	SOFTWARE SYSTEM UPGRADE/REPAIRS	95,034.76	100,000.00			195,034.76	144,022.55		11,158.89	39,853.32
#5800	TELECOMMUNICATIONS SYSTEM	47,223.22	40,000.00			87,223.22	84,746.42		575.22	1,901.58
#5100	TREASURER SALARIES	8,903.65	117,138.00			119,138.00	118,926.74		211.26	9,556.00
#5200-5600	OPERATING EXPENSES		70,450.00	(5,000.00)	2,000.00	74,353.65	53,218.16		11,579.49	
#5100	COLLECTOR SALARIES	2,304.02	179,806.00	5,000.00		184,806.00	181,346.70		3,459.30	8,975.58
#5200-5600	OPERATING EXPENSES		100,200.00		4,000.00	106,504.02	92,832.92		4,695.52	
#5200-5600	UTILITY BILLINGS OPERATING EXPENSES	15,000.00				15,000.00	15,000.00		0.00	

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<u>ASSESSORS</u>									
#5100 SALARIES		294,070.00			294,070.00	234,873.01		59,196.99	
#5200-5600 OPERATING EXPENSES	21,140.46	52,800.00			73,940.46	50,115.87		1,088.66	22,735.93
#6000 REVALUATION OF PROPERTY	174,296.08	80,000.00			254,296.08	144,802.43		0.00	109,493.65
<u>TOWN COUNSEL</u>									
#5200-5600 OPERATING EXPENSES	39,577.00	265,000.00			304,577.00	158,761.75		93,548.25	52,267.00
#5700 JUDGMENT DAMAGE CLAIMS		17,500.00			17,500.00	345.00		14,155.00	3,000.00
#5700 JUDGMENT LITIGATION		10,000.00			10,000.00			10,000.00	
<u>TOWN CLERK</u>									
#5100 SALARIES		175,413.00			175,413.00	175,237.36		175.64	
#5200-5600 OPERATING EXPENSES		13,200.00		8,459.36	21,659.36	21,659.36		0.00	
<u>REGISTRAR</u>									
#5100 SALARIES		18,720.00		16,316.54	35,036.54	35,036.54		0.00	
#5200-5600 OPERATING EXPENSES		14,000.00		3,841.25	17,841.25	17,421.47		419.78	
<u>COMMUNITY DEVELOPMENT</u>									
#5100 SALARIES		491,025.00		9,490.36	500,515.36	500,515.36		0.00	
#5200-5600 OPERATING EXPENSES		31,780.00		3,000.00	34,780.00	31,982.71		1,413.71	1,383.58
<u>SPECIAL ARTICLES</u>									
#5700 JENNINGS POND	2,099.00				2,099.00			0.00	2,099.00
#6000 ACQUIST LAND EVERETT ST	20,500.00				20,500.00	3,746.25		0.00	16,753.75
#6000 SNAKE BROOK	17,600.00				17,600.00			0.00	17,600.00
#6000 PURCHASE PROPERTY SPEEN ST		32,500.00			32,500.00			0.00	32,500.00
<u>SEALER OF WEIGHTS/MEASURES</u>									
#5100 SALARIES		12,346.00			12,346.00	12,345.84		0.16	
#5200-5600 OPERATING EXPENSES		1,150.00			1,150.00	881.75		268.25	
<u>PARKING CLERK</u>									
#5100 SALARIES		32,904.00			32,904.00	31,302.57		1,601.43	
#5200-5600 OPERATING EXPENSE	40,000.00	37,600.00		40,000.00	117,600.00	114,916.26		276.24	2,407.50
<u>TOWN REPORT</u>									
#5200-5600 OPERATING EXPENSES		4,500.00			4,500.00	4,500.00		0.00	

TOTAL GENERAL GOVERNMENT	\$915,869.78	\$3,790,477.97	\$0.00	\$302,448.51	\$5,008,796.26	\$3,681,329.80	\$421,973.14	\$362,994.35	\$542,498.97
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RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
COMMISSIONS									
ARTS COUNCIL									
#5200-5600 OPERATING EXPENSES		700.00			700.00	280.55		269.45	150.00
HISTORIC COMMISSION									
#5200-5600 OPERATING EXPENSE		1,000.00			1,000.00			1,000.00	
HISTORIC DISTRICT COMMISSION									
#5200-5600 OPERATING EXPENSE		500.00			500.00	338.39		161.61	
COMMISSION ON DISABILITY									
#5200-5600 OPERATING EXPENSE		1,300.00			1,300.00	770.06		43.75	486.19
COMMISSION ON DISABILITY									
OTHER CAPITAL OUTLAY									
AUDIO TACTILE PUSH BUTTONS	17,430.04	3,000.00			20,430.04			0.00	20,430.04
TOTAL COMMISSIONS	\$17,430.04	\$6,500.00	\$0.00	\$0.00	\$23,930.04	\$1,389.00	\$0.00	\$1,474.81	\$21,066.23
PUBLIC LIBRARIES									
MORSE INSTITUTE									
SALARIES		1,083,865.00			1,083,865.00	1,071,231.59		12,633.41	
OPERATING EXPENSE		262,450.00			262,450.00	257,352.97		5,097.03	
BACON FREE LIBRARY									
SALARIES		54,892.00			54,892.00	48,808.04		6,083.96	
OPERATING EXPENSES	3,034.00	29,605.00			32,639.00	30,379.50		(6,083.50)	8,343.00
TOTAL PUBLIC LIBRARIES	\$3,034.00	\$1,430,812.00	\$0.00	\$0.00	\$1,433,846.00	\$1,407,772.10	\$0.00	\$17,730.90	\$8,343.00
UNCLASSIFIED ACCOUNTS									
PENSIONS AND ANNUITIES									
CONTRIBUTORY RETIREMENT BOARD									
FUNDING SCHEDULE (30 YR)		366,428.00			366,428.00	366,428.00		0.00	
FUNDING SCHEDULE (ERI MUNICIPAL)		3,334,972.00			3,334,972.00	3,334,972.00		0.00	
NON-CONTRIBUTORY PENSIONS									
PENSIONS		228,319.00			228,319.00	195,461.01		32,857.99	
TOTAL PENSIONS AND ANNUITIES	\$0.00	\$3,929,719.00	\$0.00	\$0.00	\$3,929,719.00	\$3,896,861.01	\$0.00	\$32,857.99	\$0.00
INTEREST AND MATURING DEBT									
MATURING DEBT									
1992 LAND ACQUISITION		20,000.00			20,000.00	20,000.00		0.00	
1994 LAND ACQUISITION		85,000.00			85,000.00	85,000.00		0.00	
1994 OIL TANK REMOVAL		65,000.00			65,000.00	65,000.00		0.00	
1996 MORSE LIBRARY		160,000.00			160,000.00	160,000.00		0.00	

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<u>MATURING DEBT</u>									
#5900		40,000.00			40,000.00	40,000.00		0.00	
#5900		220,000.00			220,000.00	220,000.00		0.00	
#5900		45,000.00			45,000.00	45,000.00		0.00	
#5900		15,000.00			15,000.00	15,000.00		0.00	
#5900		50,000.00			50,000.00	50,000.00		0.00	
#5900		305,000.00			305,000.00	305,000.00		0.00	
#5900		20,000.00			20,000.00	20,000.00		0.00	
#5900		500,000.00			500,000.00	500,000.00		0.00	
#5900		125,000.00			125,000.00	125,000.00		0.00	
#5900		422,000.00			422,000.00	422,000.00		0.00	
#5900		125,000.00			125,000.00	125,000.00		0.00	
#5900		7,684.00			7,684.00	7,684.39		(0.39)	
#5900		505,000.00			505,000.00	505,000.00		0.00	
#5900		160,000.00			160,000.00	160,000.00		0.00	
#5900		15,000.00			15,000.00	15,000.00		0.00	
#5900		660,000.00			660,000.00	660,000.00		0.00	
#5900		140,000.00			140,000.00	140,000.00		0.00	
#5900		20,603.00			20,603.00	20,603.00		0.00	
<u>DRAW DOWN DEBT</u>									
#5900		50,000.00			50,000.00	50,000.00		0.00	
#5900		60,000.00			60,000.00	60,000.00		0.00	
#5900		50,000.00			50,000.00	50,000.00		0.00	
#5900		80,000.00			80,000.00	80,000.00		0.00	
<u>INTEREST ON MATURING DEBT</u>									
#5910		1,053,750.00		(451,750.00)	602,000.00	545,032.50		56,967.50	
#5910		510.00			510.00	510.00		0.00	
#5910		50,800.00			50,800.00	22,989.27		27,810.73	
#5910		36,575.00			36,575.00	7,903.44		28,671.56	
#5910		93,527.00			93,527.00	93,526.24		0.76	
#5910		12,177.00			12,177.00	12,176.25		0.75	
#5910		135,749.00			135,749.00	135,748.75		0.25	
#5910		27,812.00			27,812.00	27,811.25		0.75	
#5910		8,398.00			8,398.00	8,397.50		0.50	
#5910		30,963.00			30,963.00	30,962.50		0.50	
#5910		225,777.00			225,777.00	225,776.25		0.75	
#5910		12,099.00			12,099.00	12,098.75		0.25	
#5910		310,875.00			310,875.00	310,875.00		0.00	
#5910		77,719.00			77,719.00	77,718.74		0.26	
#5910		280,943.00			280,943.00	280,942.75		0.25	
#5910		90,219.00			90,219.00	90,218.75		0.25	
#5910		345,922.00			345,922.00	345,921.87		0.13	
#5910		125,652.00			125,652.00	125,651.24		0.76	
#5910		11,950.00			11,950.00	11,949.38		0.62	
#5910		589,380.00			589,380.00	589,380.00		0.00	

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<u>INTEREST ON MATURING DEBT</u>									
#5910		21,700.00			21,700.00	21,700.00		0.00	
#5910		11,025.00			11,025.00			11,025.00	
#5910		6,650.00			6,650.00			6,650.00	
#5910		9,500.00			9,500.00			9,500.00	
#5910		6,324.00			6,324.00	2,380.36		3,943.64	
TOTAL INTEREST AND MATURING DEBT									
	\$0.00	\$7,521,283.00	(\$451,750.00)	\$0.00	\$7,069,533.00	\$6,924,958.18	\$0.00	\$144,574.82	\$0.00
<u>RESERVE FUND</u>									
#5700									
#5700		536,070.00		(188,586.95)	347,483.05			347,483.05	
				(215,341.00)	(215,341.00)			(215,341.00)	
<u>PROPERTY & LIABILITY INSURANCE</u>									
#5700		196,515.00			196,515.00	193,283.06		(1,768.06)	5,000.00
#5700	735.00	103,485.00			104,220.00	101,450.25		2,769.75	
#5700		9,500.00		5,349.00	14,849.00	14,849.00		0.00	
<u>FRINGE BENEFIT INSURANCE</u>									
#5210	4,165.00	7,305,151.00			7,309,316.00	7,039,801.03		265,438.17	4,076.80
#5210		114,000.00			114,000.00	105,937.22		5,356.88	2,705.90
#5210	30,037.86	503,000.00			533,037.86	462,720.84		613.17	69,703.85
#5210	33,728.93	88,800.00			122,528.93	52,537.52		17.18	69,974.23
#5210		465,859.00			465,859.00	495,194.28		(29,335.28)	
#5210		6,200.00			6,200.00	2,667.22		3,532.78	
#5210		8,277.00			8,277.00	3,345.00		4,882.00	50.00
#5210		100,246.00			100,246.00	90,483.07		9,762.93	
TOTAL UNCLASSIFIED ACCOUNTS									
	\$68,666.79	\$9,437,103.00	\$0.00	(\$398,578.95)	\$9,107,190.84	\$8,562,268.49	\$0.00	\$393,411.57	\$151,510.78
<u>GENERAL FUND</u>									
CASH REFUNDS:									
PERSONAL PROPERTY:									
LEVY OF 2004			273.77		273.77	273.77			0.00
LEVY OF 2002			64.85		64.85	64.85			
REAL ESTATE:									
LEVY OF 2004			131,184.64		131,184.64	131,184.64			0.00
LEVY OF 2003			153,116.97		153,116.97	153,116.97			0.00
LEVY OF 2002			13,312.83		13,312.83	13,312.83			0.00
LEVY OF PRIOR YRS			3,040.02		3,040.02	3,040.02			0.00
MOTOR VEHICLE									
LEVY OF 2003			19,657.05		19,657.05	19,657.05			0.00
LEVY OF 2002			95,144.55		95,144.55	95,144.55			0.00
LEVY OF 2001			4,248.89		4,248.89	4,248.89			0.00

**TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004**

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
STATE ASSESSMENTS:									
AIR POLLUTION CTL DISTRICTS CH6			9,880.00		9,880.00	9,880.00			0.00
METRO AREA PLANNING COUNCIL			8,368.00		8,368.00	8,368.00			0.00
MBTA CHS 161A 825			699,877.00		699,877.00	699,877.00			0.00
MOSQUITO CONTROL			48,347.00		48,347.00	48,347.00			0.00
NON RENEWAL EXCISE TAX			22,000.00		22,000.00	22,000.00			0.00
CHARTER SCHOOL SENDING TUITION			68,808.00		68,808.00	68,808.00			0.00
SCHOOL CHOICE			21,541.00		21,541.00	21,541.00			0.00
ALL OTHER:									
FEDERAL TAXES WITHHELD	0.00		6,538,843.36		(6,538,843.36)	6,538,501.76			(341.60)
STATE TAXES WITHHELD	0.00		2,241,558.24		(2,241,558.24)	2,242,686.01			1,127.77
DEFERRED COMPENSATION PLANS	25,311.84		1,148,210.80		(1,122,898.96)	1,122,506.70			(392.26)
JEFFERSON PILOT DISABILITY INS	0.00		24,880.11		(24,880.11)	18,658.83			(6,221.28)
BLUE CROSS INSURANCE	(8,885.80)				(8,885.80)				(8,885.80)
GROUP LIFE DIVIDEND	(27,521.35)				(27,521.35)				(27,521.35)
GROUP HEALTH LIFE & DENTAL	(773,468.95)		3,120,261.28		(3,893,730.23)	2,987,810.58			(905,919.65)
RETIREMENT BOARD	8,403.04		117,239.11		(108,836.07)	117,238.29			8,402.22
REDEPOSIT/TRANSFER ITEMS	0.00		94,268.76		(94,268.76)	94,268.76			0.00
TAX TITLE FORECLOSURE	(64,171.21)		5,150.00		(69,321.21)	45,962.83			(23,358.38)
TOTAL GENERAL FUND	(\$840,332.43)	\$0.00	\$14,589,276.23	\$0.00	(\$12,831,879.52)	\$14,466,498.33	\$0.00	\$0.00	(\$963,110.33)
REVOLVING FUNDS (MUNICIPAL)									
BULKY WASTE PICK-UPS	13,865.67		77,776.53		91,642.20	63,314.21			28,327.99
CAMP MARY BUNKER	8,288.44				8,288.44				8,288.44
COMMUNITY FARM PROJECT	0.00		1,056.86		1,056.86	656.91			399.95
COMPOSTING BIN PROGRAM	8,363.55		2,276.00		10,639.55	4,687.12			5,952.43
CONSERVATION COMMISSION	433.30		2,000.00		2,433.30	2,000.00			433.30
COUNCIL AGING (TRANSPORTATION)	3,148.40		215.00		3,363.40	52.28			3,311.12
MBTA BUSING	798.75				798.75				798.75
POLICE TRAINING CENTER	1,064.40				1,064.40				1,064.40
PROCEEDS FROM INS CLAIMS <\$20,000	13,936.65		47,604.05		61,540.70	28,112.46			33,428.24
PROCEEDS FROM INS CLAIMS >\$20,000	24,387.50				24,387.50				24,387.50
RAIL LINK SHUTTLE	48,903.16				48,903.16				48,903.16
RECREATION PROGRAMS	26,211.79		910,714.82		936,926.61	926,296.94			10,629.67
SALE OF MARSHALL AVE	1,811.01				1,811.01				1,811.01
SEALER WEIGHTS/MEASURES	5,523.10		375.00		5,898.10	110.00			5,788.10
FEDERAL GRANT FUNDS (MUNICIPAL)									
HEALTH & HUMAN:									
DELINQUENCY PREVENTION	6,835.95		880.00		6,835.95				6,835.95
TITLE VI LEP COUNCIL AGING	(880.00)				0.00				0.00
PUBLIC SAFETY:									
ASSISTANCE TO FIREFIGHTERS			189,577.00		189,577.00	185,529.60			4,047.40
ASSISTANCE TO FIREFIGHTERS					(108.00)				(108.00)

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<i>PUBLIC SAFETY:</i>									
GOVERNOR'S EDUCATION TRAINING	(0.06)				(0.06)				(0.06)
PL104-134 LAW ENFORCEMENT	3,338.47				3,338.47				3,338.47
PL104-134 LOCAL LAW ENFORCEMENT	178.58				178.58	178.58			0.00
PL105-119 LLEBG	10,840.00				10,840.00				10,840.00
POLICE MGMT SYSTEMS IRAMS	41,512.62		150,000.00		191,512.62	191,512.62			0.00
POLICY YOUTH GRANT (NEW HORIZONS)	(9,753.00)		24,874.00		15,121.00	3,006.00			12,115.00
<i>PUBLIC LIBRARIES:</i>									
HEALTH INFO NEWS	490.46				490.46				490.46
<i>PUBLIC WORKS:</i>									
BLIZZARD OF 1992	2,398.27				2,398.27				2,398.27
FEMA SNOW REMOVAL	0.00		115,048.99		115,048.99				115,048.99
WATER TREATMENT TOXIC SUBSTANCE	(12,167.11)		12,167.11		0.00				0.00
<i>STATE GRANT FUNDS (MUNICIPAL)</i>									
<i>GENERAL GOVERNMENT:</i>									
CONSERVATION COMMISSION	1,636.00				1,636.00				1,636.00
STATE EXTENDED POLLING HOURS			5,622.00		5,622.00	5,622.00			0.00
HISTORIC LANDSCAPE	11,200.00				11,200.00				11,200.00
TOBACCO CONTROL PROGRAM	117.12		4,942.96		5,060.08				5,060.08
MDPH EMERGENCY PREPARED			7,849.48		7,849.48	2,247.95			5,601.53
<i>PUBLIC SAFETY:</i>									
BULLET PROOF VESTS	1,591.50		1,285.50		2,877.00	4,611.00			(1,734.00)
COMMUNITY POLICING GRANT (2000)	9,233.53				9,233.53				9,233.53
COMMUNITY POLICING (2001)	28,451.99				28,451.99	28,451.90			0.09
COMMUNITY POLICING GRANT (2002)	1,610.69				1,610.69				1,610.69
COMMUNITY POLICING (2004)			57,000.00		57,000.00	37,007.15			19,992.85
COPS IN SHOPS	3,997.26				3,997.26				3,997.26
COPY IN SHOPS	(2,528.96)				(28.96)				(28.96)
D.A.R.E. PROGRAM (2002)	2,407.97		2,500.00		2,407.97	1,877.56			530.41
FIRE EDUCATION SAFETY PROGRAM	25.00				25.00				25.00
FIRE P/SAFETY EQUIPMENT	252.65				252.65				252.65
FIRE SAFE PROGRAM	0.05		1,835.50		1,835.55	1,993.42			(157.87)
FIRE SAFE PROGRAM	(1.89)				(1.89)				(1.89)
FIRE WELLNESS PROGRAM	700.00				700.00				700.00
GHSB SPEED LIMIT	(7,158.26)		27,410.94		20,252.68	22,931.97			(2,679.29)
GHSB SPEED WATCH	5.00				5.00				5.00
GOVERNOR'S HWY SAFETY	(2,455.61)		7,799.90		5,344.29	6,960.19			(1,615.90)
GOVERNOR'S HWY SAFETY (2001)	558.69				558.69				558.69
GOVERNOR'S HIGHWAY SAFETY (2004)			3,549.20		3,549.20	5,392.70			(1,843.50)
GOVERNOR'S HIGHWAY SAFETY	(0.06)				(0.06)				(0.06)
LEPC GRANT - POLICE			250.00		250.00				250.00
LLEPG SAFETY EQUIPMENT	34,830.26				34,830.26	37,333.43			(2,503.17)
MDU DEPLOYMENT FIRE			3,500.00		3,500.00	3,465.72			34.28
POLICE EMERGENCY OPERATIONS POLICE			8,000.00		8,000.00				8,000.00
RTT 135 FIRE CABLES					0.00	180.00			(180.00)

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
PUBLIC WORKS:									
DESIGN REHAB SEWER	24.80				24.80				24.80
MASS HWY MORAN PARK	20,643.47				20,643.47	20,000.00			643.47
FISKE POND CLEANUP	5,120.02				5,120.02				5,120.02
MASS RELEAF	1,275.00				1,275.00	1,275.00			0.00
HERITAGE TREE GRANT	984.50				984.50	984.50			0.00
NATICK DISTRICT COURT	2,800.00				2,800.00				2,800.00
MWPAT STORM WATER MANAGEMENT	(55,000.00)		55,000.00		0.00				0.00
WASTE TO ENERGY PROGRAM	(58,149.65)		58,149.65		0.00				0.00
TURN2003	(3,947.34)		6,770.00		2,822.66				2,822.66
PAY-AS-YOU-THROW PROGRAM			5,957.00		5,957.00				5,957.00
WASTE TO ENERGY PROGRAM			48,690.82		48,690.82	48,690.82			0.00
CULTURE & RECREATION:									
ARTS LOTTERY	4,043.81		4,230.00		8,273.81	4,043.56			4,230.25
PUBLIC LIBRARIES:									
LIBRARY COMMISSIONERS (MORSE)	63,989.85		37,172.25		101,162.10	22,365.75			78,796.35
LIBRARY COMMISSIONERS (BACON)	8,155.16		1,956.43		10,111.59				10,111.59
LIBRARY CIRCULATION OFF-SET	6,178.03				6,178.03				6,178.03
LIBRARY EARLY CHILDHOOD	2,919.91		5,000.00		7,919.91	5,454.98			2,464.93
HEALTH & HUMAN SERVICES:									
ELDER AFFAIRS GRANT	35,363.20				35,363.20	19,796.06			15,567.14
ELDER AFFAIRS GRANT (2002)	14,873.39				14,873.39	7,552.73			7,320.66
ELDER AFFAIRS GRANT (2003)	20,810.00				20,810.00	12,122.79			8,687.21
ELDER AFFAIRS GRANT (2004)			29,298.00		29,298.00	6,328.96			22,969.04
MWPAT:									
WATER POLLUTION TITLE 5 (1ST)	479.00				479.00				479.00
WATER POLLUTION TITLE 5 (2ND)	34,352.94		75,000.00		109,352.94	109,352.94			0.00

TOTAL REVOLVING/FEDERAL/STATE GRANTS	\$451,604.32	\$0.00	\$1,993,334.99	\$0.00	\$2,444,939.31	\$1,821,499.80	\$0.00	\$0.00	\$623,439.51
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RECEIPTS RESERVED FOR APPROPRIATION

AUTOLEASE PARKING SURCHARGE	0.10				0.10				0.10
CABLE RENEWAL SECTION 7.1	0.00				0.00				0.00
CABLE RENEWAL SECTION 7.2	36,102.00		21,723.64		21,723.64				21,723.64
CABLE RENEWAL SECTION 7.3	3,953.45		23,804.71		59,906.71				35,232.71
CABLE EQUIP SECTION 6.6	0.18				3,953.45				3,953.45
CENTRAL ARTERY FILL	0.00				0.18				0.18
DRAINAGE HOME DEPOT	5,000.00				0.00				0.00
GENERAL RECEIPTS	0.85				5,000.00				5,000.00
IMPROVE BUNKER LANE	860.52				0.85				0.85
IMPROVE GARDEN RD EXT	4,770.00				860.52				860.52
IMPROVE GRISTMILL LN	8,576.66				4,770.00				4,770.00
IMPROVE LAKESHORE RD WATER MAIN	20,229.76				8,576.66				8,576.66
					20,229.76				20,229.76

RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}	
RECEIPTS RESERVED FOR APPROPRIATION										
IMPROVE MEGONKO BROOK	350.00				350.00				350.00	
IMPROVE PAMELA RD PUMP STA	58.62				58.62				58.62	
IMPROVE REDMAN DRIVE PUMP STA	12,000.00				12,000.00				12,000.00	
IMPROVE STILLMAN ST EXT	2,750.51				2,750.51				2,750.51	
IMPROVE TRAVIS RD PUMP STA	(926.40)				(926.40)				(926.40)	
IMPROVE WESTWOOD RD	2,263.10				2,263.10				2,263.10	
LAND PURCHASE	0.60				0.60				0.60	
MBTA CONTRACT ASSISTANCE	102,501.41		80,074.72		182,576.13		70,000.00		112,576.13	
MDSX COUNTY DOG REFUND	(0.01)				(0.01)				(0.01)	
OIL TANK (FUTURE DEBT)	(42,343.36)		35,687.23		(6,656.13)				(6,656.13)	
PARKING METERS	154,509.90		91,907.01		246,416.91		50,000.00		196,416.91	
SALE OF 10 WILSON STREET	800.00				800.00				800.00	
SALE OF WEST CENTRAL STREET	5,705.00				5,705.00				5,705.00	
SALE SURPLUS PROPERTY	225,940.32				225,940.32		166,273.00		59,667.32	
SEPTIC SYSTEMS TITLE 5	53,898.52		26,008.64		79,907.16		7,684.00		72,223.16	
SEWER BANK SALE	144,075.05				144,075.05				144,075.05	
SEWER ENTRANCE FEES	0.00				0.00				0.00	
SIDEWALK PROJECTS	120,073.55		5,000.00		125,073.55	1,482.50			123,591.05	
SURPLUS EQUIPMENT PROCEEDS	1,749.77		10,592.50		12,342.27				12,342.27	
TJX TRAFFIC/ TRANSPORTATION	70,995.59				70,995.59		32,500.00		38,495.59	
TRANSPORTATION PROJECT/EQUIPMENT	0.00		8,000.00		8,000.00	3,030.00			8,000.00	
SPEEN STREET ROADWAYS (AKA TRAF LTE)	22,711.69				22,711.69				19,681.69	
WATER TRMNT (US GOVERNMENT)	0.00				0.00				0.00	
WETLANDS PROTECTION ACT	17,989.13		13,600.75		31,589.88	1,915.30			29,674.58	
PLAN BD FEE (BUS)	8,659.80				8,659.80				8,659.80	
TOTAL RECEIPT RESERVED APPROPRIATION		\$983,256.31	\$0.00	\$316,399.20	\$0.00	\$1,299,655.51	\$6,427.80	\$351,131.00	\$0.00	\$942,096.71
CAPITAL PROJECTS FUND										
BEN-HEM SCHOOL CONSTRUCTION	18,840.06				18,840.06				18,840.06	
BROWN SCHOOL CONSTRUCTION	47,441.31				47,441.31				47,441.31	
COMPUTER EQUIPMENT	9,019.77				9,019.77				9,019.77	
CURBING PORTER ROAD	16,000.00				16,000.00				16,000.00	
DPW FACILITY	1,367.19				1,367.19				1,367.19	
ELM BANK WATER	0.04				0.04				0.04	
FIRE ALARMS - HIGH SCHOOL	0.00				0.00				0.00	
FIRE TRUCK	40,054.34				40,054.34				40,054.34	
HIGHWAY CHAPTER 90/TRUCK	30,488.43				30,488.43				30,488.43	
HIGHWAY CHAPTER 90	(40,568.13)		514,334.78		473,766.65	482,461.57			(8,694.92)	
INET EQUIPMENT	15,071.03		50,000.00		65,071.03	56,754.81			8,316.22	
LAND ACQUISITION (14 E.CENTRAL)	2,863.99				2,863.99				2,863.99	
LANDFILL CAPPING	579,224.05				579,224.05	2,771.05	576,453.00		0.00	
GOLF COURSE	(400,423.67)		576,453.00		176,029.33	649.77			175,379.56	
LILJA SCHOOL	0.00				0.00				0.00	
MORSE INSTITUTE LIBRARY	24,441.33				24,441.33				24,441.33	
MUNICIPAL COMPLEX	208,459.82				208,459.82				208,459.82	
MUNICIPAL OIL TANKS	2,851.96				2,851.96				2,851.96	

**TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004**

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
CAPITAL PROJECTS FUND									
NATICK HIGH SCHOOL PLANS	0.00		50,000.00		50,000.00	50,000.00			0.00
PEGAN COVE	13,196.51				13,196.51				13,196.51
SEWER INFLOW/INFILTRATION	181,273.06				181,273.06	55,917.50			125,355.56
SEWER ROCKWOOD/SCARDSDALE ROAD	17,429.01				17,429.01				17,429.01
SEWER BODEN LANE	54.96				54.96				54.96
SEWER LAKESHORE ROAD	232,927.92				232,927.92	931.00			231,996.92
SEWER LEACH LANE	137,534.68				137,534.68				137,534.68
SEWER MERCER ROAD	0.05				0.05				0.05
SEWER RELINING PROGECT	107,078.06				107,078.06	107,078.06			0.00
SEWER WAT/RIVER/LINC/COHNS STS	0.00				0.00				0.00
SEWER UNION STREET	0.00				0.00				0.00
SEWER UNION STREET	35,127.22				35,127.22				35,127.22
SEWER EAST CENTRAL ST	992,178.03				992,178.03	349,403.70			642,774.33
SPRINGVALE TREATMENT PLANT	0.00		1,496,097.79		1,496,097.79	1,393,057.72			103,040.07
STREET LIGHTING	28,492.46		80,000.00		108,492.46	80,000.00			28,492.46
TRANSFER STATION	35,467.45				35,467.45				35,467.45
WATER MAIN BACON ST	421,253.84				421,253.84	169,579.34			251,674.50
WATER METER PROGRAM	1,064,352.68		350,000.00		1,414,352.68	576,794.75			837,557.93
WATER PINE/NORTH AVENUE	1,374,361.67				1,374,361.67	872,164.86			502,196.81
WATERLINE LAKE SHORE ROAD	416,240.37				416,240.37				416,240.37
WATER TREATMENT PLANT	337.75				337.75				337.75
WILSON/KENNEDY MIDDLE SCHOOL	5,452,983.50		1,000,000.00		6,452,983.50	5,589,381.12			863,602.38
TOTAL CAPITAL PROJECTS	\$11,065,420.74	\$0.00	\$4,116,885.57	\$0.00	\$15,182,306.31	\$9,786,945.25	\$576,453.00	\$0.00	\$4,818,908.06

EXPENDABLE TRUSTS									
JOHN B WALCOTT INTEREST	(5,282.19)		2,400.34		(2,881.85)				(2,881.85)
CEMETERY TRUSTS:									
ABRAHAM BIGELOW	0.00		1.66		1.66	1.66			0.00
GEORGE BECKMAN	0.00		10.48		10.48	10.48			0.00
THOMAS SMITH	0.00		1.32		1.32	1.32			0.00
GEORGE COBB	0.00		1.66		1.66	1.66			0.00
EDWARD BIGELOW	0.00		1.76		1.76	1.76			0.00
COLLINS/MORSE	0.00		150.23		150.23	150.23			0.00
HENRY WILSON	20,644.61		165.08		20,809.69	20.00			20,789.69
NAGLE/FOX	0.00		3.32		3.32	3.32			0.00
TOTAL EXPENDABLE TRUSTS	\$15,362.42	\$0.00	\$2,735.85	\$0.00	\$18,098.27	\$190.43	\$0.00	\$0.00	\$17,907.84

OTHER EXPENDABLE TRUSTS									
AMBULANCE MEMORIAL FUND	130.00		150.00		280.00				280.00
BAA MARATHON	6,668.13		22,500.00		29,168.13	2,583.48	22,500.00		4,084.65
BROWN SCHOOL DONATIONS	0.00		1,433.40		1,433.40	980.41			452.99
BUSINESS PROFESSIONALS OF AMERICA	7.36		400.00		407.36				407.36
CAPT. TOM'S HILL	30,238.99				30,238.99				30,238.99
CHILDREN FIRST DONATIONS	2,764.00		6,200.00		8,964.00				8,964.00

RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<u>OTHER EXPENDABLE TRUSTS</u>									
COGNEX LIBRARY COMPUTER LABS	(1,440.09)		2,500.00		1,059.91	4,216.91			(3,157.00)
COMMISSION ON DISABILITY	2,257.08		111.00		2,368.08				2,368.08
COMMUNITY COALITION - WALKING PROG	6,000.00		1,000.00 X		7,000.00	3,523.63			3,476.37
COUNCIL ON AGING DONATIONS	18,033.94		13,212.33		31,246.27	21,315.90			9,930.37
ELEANOR ROOSEVELT TEACH FELLOWSHIP	2,000.00				2,000.00	1,405.00			595.00
ELDERLY/DISABLED TAXATION FUND	5,950.50		15,024.58		20,975.08	11,600.00			9,375.08
FIRE PREVENTION	0.58				0.58				0.58
GERALD ASH SCHOLARSHIP FUND	0.00		1,104.52		1,104.52	500.00			604.52
GEORGE ROGERS TRUST	357.00		2.70		359.70				359.70
GREEN PAGES - NATICK RECYCLING	200.00				200.00	200.00			
GROUP LIFE DIVIDEND (BASIC)	9,844.00				9,844.00				9,844.00
GUN BUY BACK PROGRAM	250.00				250.00				250.00
HENRY WILSON SHOP MAINTENANCE	4,679.96		39.24		4,719.20				4,719.20
HOMART/POLICE MOTORCYCLE	739.00				739.00				739.00
HOSPICE AT HOME DONATION	85.00				85.00				85.00
JOHNSON SCHOOL DONATIONS	6,910.04				6,910.04	3,611.85			3,298.19
KENNEDY SCHOOL DONATIONS	4,883.02		6,943.23		11,826.25	4,242.56			7,583.69
LAW ENFORCEMENT TRUST	14,772.21		3,926.84		18,699.05	4,750.00	300.00		13,649.05
LIBRARY SUMMER PAGE PROGRAM	3,143.15				3,143.15				3,143.15
LILJA SCHOOL DONATIONS			7,286.37		7,286.37	7,087.11			199.26
LOCAL HISTORY PROJECT (LIBRARY)	20,393.52				20,393.52	17,135.34			3,258.18
LOKER PARK BASKETBALL RENO/EXP	54,773.86		9,400.00		9,400.00				9,400.00
MARIA HAYES TOWN HOUSE	1,848.78		459.31		55,233.17				55,233.17
MARIA HAYES WELFARE	182.37		15.50		1,864.28				1,864.28
MEMORIAL BEACH DRAINAGE	41.60				182.37				182.37
MEMORIAL BEACH PLAYGROUND	3.00				41.60				41.60
MEMORIAL BEACH CONCESSION STAND	1,500.00		2,629.51		3.00	1,750.70			3.00
MEMORIAL SCHOOL DONATIONS					4,129.51				2,378.81
METROWEST HOSPITAL ENDOWMENT	5.25				5.25				5.25
METROWEST HEART HEALTHIER NATICK	(7,950.82)		20,739.50		12,788.68	11,587.50			1,201.18
METROWEST HEALTH GRANT	8,938.30				8,938.30				8,938.30
METROWEST SCHOOL M/HLTH	(0.27)		0.27		0.00				0.00
METROWEST LIBRARY HLTH PLAN	1,884.46		2,500.00		4,384.46	15,320.34			(10,935.88)
METROWEST SCHOOL	14,364.24				14,364.24	8,978.10	5,386.14		(0.00)
METROWEST SCHOOL M/HLTH #707	0.00		131,161.14		131,161.14	157,982.36			(26,821.22)
METROWEST HEARTH HLTHIER NATICK	0.00		14,345.16		14,345.16	10,977.50			3,367.66
METROWEST HIGH SCHOOL WELLNESS	0.00		34,955.68		34,955.68	32,998.22			1,957.46
MORSE LIBRARY ARCHIEVE ROOM	0.00		100,000.00		100,000.00	94,264.06			5,735.94
MUNICIPAL BUILDING TRUST	5,609.75				5,609.75				5,609.75
NATICK CULTURAL COUNCIL	405.00		392.60		797.60	377.44			420.16
NATICK EDUCATION FOUNDATION AWARDS			37,609.20		37,609.20				37,609.20
NATICK HIGH SCHL LACROSSE NETS	1,000.00				1,000.00				1,000.00
NATICK HIGH SCHOOL DONATIONS	4,741.00		10,121.56		14,862.56	8,676.96			6,185.60
NATICK HIGH SCHOOL WELLNESS #720	(7,526.27)		48,562.50		41,036.23	33,283.92			7,752.31
NATICK HIGH SCHOOL TENNIS REPAIRS	0.00		5,000.00		5,000.00	5,000.00			0.00
NATICK POLICE TRUST	10,400.00				10,400.00	3,262.56	5,400.00		1,737.44
NATICK PROJECT D.A.R.E.	2,755.61		1,668.01		4,423.62	826.75			3,596.87

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
<u>OTHER EXPENDABLE TRUSTS</u>									
NATICK PUBLIC SCHOOLS	0.00		1,323.00		1,323.00				1,323.00
NATICK SCHOOL DEPT PHOTOGRAPHY L/GRNT			2,406.37		2,406.37				2,406.37
NATICK SCHOOL PERFORMANCE GRANT	4,525.38				4,525.38	2,424.86			2,100.52
OPTIONAL INS DIVIDEND	3,824.00				3,824.00				3,824.00
PEGAN COVE PARK	(0.42)				(0.42)				(0.42)
POLICE - BICYCLE PROGRAM	1,500.00				1,500.00				1,500.00
POLICE EXPLORER PROGRAM	1,000.00				1,000.00	1,000.00			0.00
POLICE SAFE NEIGHBORHOOD HEROES	0.00		1,500.00		1,500.00				1,500.00
PUBLIC SCHOOLS TECHNOLOGY	409.62				409.62				409.62
POLICE SHOP LIFTER TRNG	0.00								
PURCHASE STREET TREES	1,500.00		1,800.00		1,800.00				1,800.00
SALLY SPAULDING WELFARE	1,848.07		15.50		1,863.57				1,500.00
SHAW PARK RESTORATION	772.40				772.40				1,863.57
SOCCER FIELD (DESIGN/RENO)	8,722.50				8,722.50				772.40
SOUTH NATICK SKATING AREA	341.39				341.39	298.14			8,722.50
TENET HEALTH CARE FOUNDATION/SCHL	1,807.00				1,807.00				43.25
TENET HEALTH CARE FIRST RESPONSE	2,000.00				2,000.00				1,807.00
TENET HEALTH CARE PUB SFTY TRNG	5,000.00				5,000.00				2,000.00
TENET HEALTH CARE FIRE AMB TRNG/EQIP			2,000.00		2,000.00	1,995.00			5,000.00
TENET HEALTH CARE FIRE PUBLIC SFTY			2,000.00		2,000.00	1,994.35			5.00
TOWN FOREST WOOD	571.93				571.93				5.65
TRACK HURDLES REC/HIGH SCHL	3,741.41				3,741.41	752.59			571.93
VETERANS ORAL HISTORY PROGRAM	4,420.00				4,420.00	276.55			2,988.82
VOLUNTEER CARE GIVERS PROGRAM	229.70		1,000.00		5,420.00				5,143.45
WEST SUBURBAN ARENA DOOR RPLCMNT	2.00				229.70	642.90			(413.20)
WEST SUBURBAN COOLING TOWERS	4,500.00				2.00				2.00
WILSON MIDDLE SCHOOL DONATIONS	1,000.00		7,588.35		4,500.00	4,275.00			225.00
WILSON MATH TEAM	3,519.35				8,588.35	1,045.67			7,542.68
YOUTH COORDINATOR DES FUNDS	1,196.60				3,519.35	203.82			3,315.53
					1,196.60	51.30			1,145.30
TOTAL OTHER EXPENDABLE TRUSTS	\$284,274.27	\$0.00	\$521,136.37	\$0.00	\$805,410.64	\$485,357.56	\$33,586.14	\$0.00	\$286,466.94

AGENCY FUNDS

ANNUITY REFUND	(700.00)		5,275.97		4,575.97	5,275.97			(700.00)
BLUE CROSS DIVIDEND	18,277.37				18,277.37				18,277.37
BOND PREMIUMS	0.00		137,164.55		137,164.55	137,164.55			0.00
CONSERVATION COMM.	(343.75)				(343.75)				(343.75)
COPY CENTER FEES	0.00				0.00				0.00
DEPOSITS ON BIDS	2,680.00				2,680.00				2,680.00
DEFERRED COMPENSATION REFUND	(175.13)		383.69		208.56	383.69			(175.13)
DEPUTY COLLECTOR FEES	(252.00)		43,059.55		42,807.55	47,476.00			(4,668.45)
DISABILITY INSURANCE REFUND	49.52				49.52	294.66			(245.14)
DOG LICENSES DUE CNTY	183.00				183.00				183.00
EMERGENCY GENERATOR	6,000.00				6,000.00				6,000.00
FEDERAL TAX REFUND	699.21				699.21				699.21
FIRE ARMS DUE STATE	1,012.50		12,687.50		13,700.00	10,675.00			3,025.00
FLEX SPENDING REFUND	0.00								

RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
AGENCY FUNDS									
GERALD ASH SCHOLARSHIP	0.00		500.00		500.00	500.00			0.00
GRAND JURY REIMB	10.16				10.16				10.16
GUARANTEED BOND DEPOSITS	14,900.00		500.00		15,400.00				15,400.00
INSURANCE TRUST FUND	1,541.00				1,541.00				1,541.00
KENNEDY FAMILY SCHOLARSHIP	0.00		9,000.00		9,000.00	9,000.00			0.00
MAHAN FIELD EXPENSE	0.00		57.14		57.14	57.14			0.00
METROWEST HOSP (PARAMEDIC'S)	752.38		1,624.03		2,376.41	1,920.55			455.86
MISCELLANEOUS CASH CHARGES	37,566.40		220.49		37,786.89	220.49			37,566.40
MUNICIPAL MEDICAD	0.00				0.00				0.00
NATCK ENVIRONMENTAL COALITION	25.05				25.05				25.05
RETIREMENT REFUND	579.14		2,221.84		2,800.98	2,991.52			(190.54)
ST. PATRICK'S PARKING LOT	0.00				0.00				0.00
SCHOOL RESIDENCY	(671.78)				(671.78)	671.78			(1,343.56)
SPECIAL DUTY DISPATCHERS	0.00				0.00				0.00
SPECIAL DUTY FIRE	(16,731.89)		100,405.20		83,673.31	104,497.73			(20,824.42)
SPECIAL DUTY POLICE	(45,059.60)		351,492.24		306,432.64	383,000.00			(76,567.36)
TAX FORECLOSURE	6,275.00				6,275.00				6,275.00
WATER/SEWER USER CHGS STATE	1,278.95		1,016.38		2,295.33	710.62			1,584.71
									0.00
FEES:									
CABLE FEE	2,992.00				2,992.00				0.00
CONSERVATION COMMISSION	4,256.53				4,256.53				2,992.00
FIRE DEPARTMENT	74,569.00		22,110.00		96,679.00	22,795.00			4,256.53
PLANNING BOARD	49,245.95		126,825.68		176,071.63	131,028.93			73,884.00
									45,042.70
TOTALS AGENCY ACCOUNTS	\$158,959.01	\$0.00	\$816,197.05	\$0.00	\$975,156.06	\$860,662.59	\$0.00	\$0.00	\$114,493.47

TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

SUMMARY

OPERATING BUDGET:

	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
EDUCATION	1,132,097.81	35,431,546.00	(152,000.00)	0.00	36,411,643.81	34,441,452.81	128.80	277,512.54	1,692,549.66
PUBLIC SAFETY	428,886.91	10,754,567.00	0.00	0.00	11,183,453.91	10,243,413.61	68,608.00	215,674.49	655,757.81
PUBLIC WORKS	1,017,769.66	6,585,400.00	0.00	34,000.00	7,637,169.66	5,917,949.02	0.00	425,342.33	1,293,878.31
HEALTH & HUMAN SERVICES	4,245.89	1,427,783.00	0.00	62,130.44	1,494,159.33	1,423,522.86	0.00	60,993.77	9,642.70
GENERAL GOVERNMENT	915,869.78	3,790,477.97	0.00	302,448.51	5,008,796.26	3,681,329.80	421,973.14	362,994.35	542,498.97
COMMISSIONS	17,430.04	6,500.00	0.00	0.00	23,930.04	1,389.00	0.00	1,474.81	21,066.23
PUBLIC LIBRARIES	3,034.00	1,430,812.00	0.00	0.00	1,433,846.00	1,407,772.10	0.00	17,730.90	8,343.00
PENSIONS & ANNUITIES	0.00	3,929,719.00	0.00	0.00	3,929,719.00	3,896,861.01	0.00	32,857.99	0.00
INTEREST AND MATURING DEBT	0.00	7,521,283.00	(451,750.00)	0.00	7,069,533.00	6,924,958.18	0.00	144,574.82	0.00
UNCLASSIFIED ACCOUNTS	68,666.79	9,437,103.00	0.00	(398,578.95)	9,107,190.84	8,562,268.49	0.00	393,411.57	151,510.78
SUB-TOTAL OPERATING BUDGET	\$3,588,000.88	\$80,315,190.97	(\$603,750.00)	\$0.00	\$83,299,441.85	\$76,500,916.88	\$490,709.94	\$1,932,567.57	\$4,375,247.46

GENERAL LEDGER:

GENERAL FUND	(840,332.43)	0.00	14,589,276.23		(12,831,879.52)	14,466,498.33	0.00	0.00	(963,110.33)
REVOLVING/FEDERAL/STATE GRANTS (TOWN)	0.00	0.00	1,993,334.99		2,444,939.31	1,821,499.80	0.00	0.00	623,439.51
REVOLVING/FEDERAL/STATE GRANTS (SCHL)	1,819,930.62	0.00	5,088,931.18		6,908,861.80	5,792,064.03	7,000.00	0.00	1,109,797.77
RECEIPTS RESERVED FOR APPROPRIATION	983,256.31	0.00	316,399.20		1,299,655.51	6,427.80	351,131.00	0.00	942,096.71
CAPITAL PROJECTS	11,065,420.74	0.00	4,116,885.57		15,182,306.31	9,786,945.25	576,453.00	0.00	4,818,908.06
EXPENDABLE TRUSTS	(5,282.19)	0.00	2,400.34		(2,881.85)	0.00	0.00	0.00	(2,881.85)
OTHER EXPENDABLE TRUSTS	284,274.27	0.00	521,136.37		805,410.64	485,357.56	33,586.14	0.00	286,466.94
AGENCY ACCOUNTS	158,959.01	0.00	816,197.05		975,156.06	860,662.59	0.00	0.00	114,493.47
SUB-TOTAL GENERAL LEDGER	\$13,466,226.33	\$0.00	\$27,444,560.93	\$0.00	\$14,781,568.26	\$33,219,455.36	\$968,170.14	\$0.00	\$6,929,210.28
GRAND TOTAL (ALL ACCOUNTS)	\$17,054,227.21	\$80,315,190.97	\$26,840,810.93	\$0.00	\$98,081,010.11	\$109,720,372.24	\$1,458,880.08	\$1,932,567.57	\$11,304,457.74

ACCOUNT NOTATIONS
#5100 SALARIES
#5200-5600 OPERATING EXPENSES
#5700 OTHER CHARGES
#5800 OTHER CAPITAL OUTLAY
#5900 DEBT SERVICE/LEASED EQUIP
#6000 SPECIAL ARTICLES

RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 (OVERDRAFTS)
<i>SASSAMON TRACE GOLF COURSE</i>									
#5100 SALARIES				40,180.00	40,180.00	40,180.00		0.00	
#5200-5700 OPERTING EXPENSE		400,000.00		168,983.00	568,983.00	509,509.13		59,473.87	
<i>FRINGE BENEFIT INSURANCE</i>									
#5210 FRINGE BENEFIT GROUP INS				2,370.00	2,370.00	1,342.47		1,027.53	
#5210 MEDICARE				700.00	700.00	583.27		116.73	
#5800 FUNDING SCHEDULE (30 YR)				3,108.00	3,108.00	3,108.00		0.00	
<i>INTEREST ON MATURING DEBT</i>									
#5910 2002 GOLF COURSE		150,000.00			150,000.00	150,000.00		0.00	
#5920 2002 GOLF COURSE		128,715.00			128,715.00	128,715.00		0.00	
TOTAL SASSAMON TRACE	0.00	678,715.00	0.00	215,341.00	894,056.00	833,437.87	0.00	60,618.13	0.00

WATER & SEWER ENTERPRISE

<i>WATER DIVISION</i>									
#5100 SALARIES		704,655.84			704,655.84	638,951.09		65,704.75	
#5200-5600 OPERATING EXPENSES	75,512.93	719,850.00			795,362.93	577,777.99		136,926.88	80,658.06
#5800 WATER LINE MAINTENANCE	120,954.94	200,000.00			320,954.94	75,363.77		(0.00)	245,591.17
<i>UTILITY BILLING</i>									
#5100 SALARIES		78,114.00			78,114.00	78,699.14		(585.14)	
#5200-5600 OPERATING EXPENSES	2,600.00	79,730.00			82,330.00	58,635.97		3,917.71	19,776.32
<i>SEWER DIVISION</i>									
#5100 SALARIES		561,577.16			561,577.16	502,664.34		58,912.82	
#5200-5600 OPERATING EXPENSES	8,077.25	123,500.00			131,577.25	103,945.73		24,136.28	3,495.24
#5700 MWRA ASSESSMENT		3,602,225.00			3,602,225.00	3,625,908.92		(23,683.92)	
#5800 SEWER LINE MAINTENANCE	192,772.36	194,000.00			386,772.36	134,434.76		23,683.92	228,653.68
<i>FRINGE BENEFIT INSURANCE</i>									
#5210 FRINGE BENEFIT GROUP INS		261,995.00			261,995.00	251,211.46		10,783.54	
#5240 MEDICARE		10,716.00			10,716.00	11,147.30		(431.30)	
#5210 LIUNA PENSION CONTRIBUTION		19,565.00			19,565.00	20,676.85		(1,111.85)	
#5800 FUNDING SCHEDULE (30 YR)		529,421.00			529,421.00	529,421.00		0.00	
#6000 OFU RETAINED EARNINGS		618,094.00			618,094.00		618,094.00	0.00	

**TOWN OF NATICK
RECAPITULATION OF EXPENDITURES
JULY 1, 2003 THROUGH JUNE 30, 2004**

ACCOUNT CODES	BALANCE FORWARD JULY 1, 2003	APPROPRIATED FISCAL '04	LOANS/TRANS OTHER CREDITS AMEND VOTES	RESERVE FD TRANSFERS CREDITS	TOTAL	EXPENDED SELECTMEN WARRANTS	DEBITS/TRANS OTHER CHGS AMEND VOTES	UNEXPENDED BAL. CLOSED TO REVENUE	BAL. FORWARD TO FISCAL '05 {OVERDRAFTS}
WATER CAPITAL OUTLAY									
#5800 NEW HYDRANT INSTALLATION		10,000.00			10,000.00	10,000.00		0.00	
#5800 ASPHALT CRUSHING		9,000.00			9,000.00			0.00	9,000.00
#5800 FORD EXPLORER A2		28,000.00			28,000.00	27,034.11		965.89	
#5800 SERVICE TRUCK REPLACEMENT		80,000.00			80,000.00			0.00	80,000.00
MATURING DEBT									
#5910 1992 ELM BANK WATER		150,000.00			150,000.00			0.00	
#5910 1997 WATER TREATMENT PLANT		25,000.00			25,000.00			0.00	
#5910 1998 SEWERS PLEASANT/ROCKWOOD		20,000.00			20,000.00			0.00	
#5910 1998 WATER TREATMENT PLANT		53,000.00			53,000.00			0.00	
#5910 1999 SEWER VARIOUS STS		40,000.00			40,000.00			0.00	
#5910 1999 SEWER UNION ST		35,000.00			35,000.00			0.00	
#5910 1999 WATER LINE LAKESHORE		25,000.00			25,000.00			0.00	
#5910 1999 SEWER RELINING PROGRAM		75,000.00			75,000.00			0.00	
#5910 1999 LANE PURCHASE BACON ST		50,000.00			50,000.00			0.00	
#5910 2000 WATERLINE LAKESHORE		30,000.00			30,000.00			0.00	
#5910 2000 SEWER WATER/RIVER/LINCOLN		45,000.00			45,000.00			0.00	
#5910 2000 SEWER BODEN LANE		50,000.00			50,000.00			0.00	
#5910 2002 WATER METERS		180,000.00			180,000.00			0.00	
#5910 2002 WATER NO MAIN/PINE ST		145,000.00			145,000.00			0.00	
#5910 2002 LAKESHORE ROAD SEWER		25,000.00			25,000.00			0.00	
#5910 2002 LEACH LANE SEWER		15,000.00			15,000.00			0.00	
#5910 2002 WATER BACON/ NORTH MAIN		70,000.00			70,000.00			0.00	
#5910 2002 SEWER I/I		34,980.00			34,980.00			0.00	
#5910 MWPAT WATER TREATMENT PLANT		290,000.00			290,000.00			290,000.00	
INTEREST ON MATURING DEBT									
#5920 1992 ELM BANK WATER		77,520.00			77,520.00	58,037.08		19,482.92	
#5920 1997 WATER TREATMENT PLANT		18,507.00			18,507.00	18,506.26		0.74	
#5920 1998 SEWERS PLEASANT/ROCKWOOD		9,024.00			9,024.00	9,023.24		0.76	
#5920 1998 WATER TREATMENT PLANT		43,636.00			43,636.00	43,635.25		0.75	
#5920 1999 SEWER VARIOUS STS		29,323.00			29,323.00	29,322.50		0.50	
#5920 1999 SEWER UNION ST		23,572.00			23,572.00	23,571.88		0.12	
#5920 1999 WATER LINE LAKESHORE		19,916.00			19,916.00	19,915.63		0.37	
#5920 1999 SEWER RELINING PROGRAM		4,735.00			4,735.00	4,734.37		0.63	
#5920 1999 LANE PURCHASE BACON ST		3,157.00			3,157.00	3,156.25		0.75	
#5920 2000 WATERLINE LAKESHORE		23,675.00			23,675.00	23,675.00		0.00	
#5920 2000 SEWER WATER/RIVER/LINCOLN		18,904.00			18,904.00	18,904.04		(0.04)	
#5920 2000 SEWER BODEN LANE		36,423.00			36,423.00	36,422.23		0.77	
#5920 2002 WATER METERS		66,690.00			66,690.00	66,690.00		0.00	
#5920 2002 WATER NO MAIN/PINE ST		52,445.00			52,445.00	52,445.00		0.00	
#5920 2002 LAKESHORE ROAD SEWER		18,310.00			18,310.00	18,310.00		0.00	
#5920 2002 LEACH LANE SEWER		8,840.00			8,840.00	8,840.00		0.00	
#5920 2002 WATER BACON/ NORTH MAIN		25,935.00			25,935.00	25,935.00		0.00	
#5920 MWPAT WATER TREATMENT PLANT		116,000.00			116,000.00	1,000.00		115,000.00	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

Paid Details/
Other Pay

	Base Salary	Overtime	
- General Government -			
<u>Town Administrator's Office</u>			
- Town Administrator -			
LEMNIOS, PHILIP	119,913.05		4,999.80
- Deputy Town Administrator -			
LISAUSKAS, STEPHEN	66,227.04		
- Executive Assistant -			
FLEMING, MAUREEN	46,411.88		
- Executive Assistant Part-Time -			
CHALLIS, DONNA	35,679.56		
- Department Assistant -			
WILES, ANN	36,134.34		
- Special Projects -			
BRANSFIELD, ELIZABETH	476.74		
<u>Comptroller's Office</u>			
- Comptroller -			
CASHMAN, E. RUTHANN	75,148.77		
- Assistant Comptroller -			
TOMASETTI, CYNTHIA	53,689.81		
- Procurement Officer -			
SAMARA, STEPHEN	7,639.38		
- Administrative Assistants -			
CLARK, LINDA	967.19		
HOLT, MARIA	32,639.85		
- Payroll/Reports Technician -			
ROZON, DONNA	37,623.43	117.26	
- Department Assistant -			
SHERMAN, DEBBIE JO	36,132.09	299.64	
- Departmental Support -			
GREEL, MARY	12,101.31		
<u>Information Technology</u>			
- Director Information Technology -			
LEFRANCOIS, ROBERT	78,287.72		
- Network Administrator -			
VALENTIN, JOEL	50,774.10		
WHELAN, GERALD	53,689.81		
- Data Base Administrator -			
MILLER, THERESA	59,769.31		
- Data Entry Clerk -			
MARSHALL, LINDA	34,994.94		153.51

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Collector/Treasurer's Office</u>			
- Finance Director Treasurer/Collector -			
PALMER, ROBERT	89,016.67		
- Assistant Treasurer/Collector -			
PHILLIPS, MELANIE	62,282.07		
- Administrative Assistant Collector -			
SPENCER, MARGARET	37,923.43	557.70	
- Department Assistant Collector -			
PILLA, JUSTINA	36,084.34	3,039.31	
- Department Assistant Treasurer -			
REDDOCH, TERESA	34,401.95	1,755.90	
<u>Assessing Department</u>			
- Director of Assessing -			
CHENARD, WILLIAM	17,994.56		
DANGELO, JANICE	58,282.00		
- Assistant Assessor -			
KEOHAN JR, RONALD	30,902.57		
- GIS Technician -			
AHNERT, DAVID	27,752.98		
- Administrative Assistant -			
CONRAD, LORNA	37,623.43	205.21	
- Department Assistant -			
KEILTY, LORETTA	34,637.55		
<u>Town Clerk's Department</u>			
- Town Clerk/Registrar of Voters -			
HLADICK, JANE	67,714.96		
- Administrative Assistant -			
KUHN, JUDITH	36,998.63	1,334.23	
STROZZI, PATRICIA	37,048.63	1,203.35	
- Department Assistant -			
DOUCETTE, VIRGINIA	35,621.94	1,073.62	
<u>Registrar of Voters</u>			
- Assistant Registrar's			
EATON, BLANCHE	850.50		
EATON, DAVID	850.50		
PHILBEN, RICHARD	850.50		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Community Development</u>			
- <i>Director of Community Development</i> -			
SARKISIAN, SARKIS	73,648.77		
- <i>Building Commissioner</i> -			
MELCHIORRI, MICHAEL	63,491.17		
- <i>Environmental Compliance Officer</i> -			
BOIS, ROBERT	80,762.74		
- <i>Assistant Building Inspector/Engineering Assistant</i> -			
CONNELLY, MICHAEL	53,689.81		
GUSMINI, DAVID	26,458.34		
- <i>Executive Assistant</i> -			
GREEL, ANN	40,446.44	10,726.66	
- <i>Administrative Assistant</i> -			
CALHOUN, SUSAN	36,486.28		
JOHNSON, YVONNE	38,692.40	3,101.68	
- <i>Departmental Support</i> -			
SLEEPER, MARGARET	977.15		
- <i>Wiring Inspectors</i> -			
CHAVIOUS, SCOTT	38,068.16		
FORSHNER, LAWRENCE	38,937.85		
- <i>Plumbing Inspectors</i> -			
DEMPSEY, ROBERT	40,067.44		
LESSARD, GEORGE	2,808.74		
<u>Community Development</u>			
- <i>Plumbing Inspectors</i> -			
NATION, ROBERT	353.30		
- <i>Building Inspector Part/Time</i>			
WHITE, JAMES	8,709.70		
<u>Weights & Measures -</u>			
- <i>Sealer Weights/Measures</i>			
MULVEY, JOSEPH	12,500.28		
<u>Parking Enforcement</u>			
- <i>Parking Clerk</i> -			
GRUPPOSO, SEBASTIAN	3,440.52		
- <i>Parking Enforcement Officer</i> -			
BIGGIERI, SUSAN	34,797.87		
Total General Government	\$2,079,474.49	\$23,414.56	\$5,153.31

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
- Public Works - Administration			
- <i>Director Public Works -</i>			
SISITSKY, CHARLES	88,380.55		
- <i>Business Manager -</i>			
CRAIG, JOHN	78,179.31		
- <i>Division Supervisor -</i>			
RUSSELL, GEORGE	78,329.31		
- <i>Executive Assistant -</i>			
ARENA, CHERYL	40,446.44	9,394.38	
- <i>Administrative Assistant -</i>			
DEMKO, MARY	37,973.43	1,301.30	
Building Maintenance			
- <i>Division Supervisor -</i>			
LOVETT, CORY	76,629.31		
- <i>General Foreman -</i>			
RUTKOWSKI, RONALD	46,084.04	7,817.42	
- <i>Crew Leader -</i>			
ADAMS, JOHN	41,826.87	3,452.57	
- <i>Custodian -</i>			
CARTER, JEFFREY	36,954.00	5,650.71	
DURANT, JUSTIN	22,180.93	2,306.20	
SPINAZOLA, RODNEY	38,235.56	9,741.67	
- <i>Laborer Part-Time -</i>			
COVIELLO, DAVID	1,526.16		
Engineering			
- <i>Division Supervisor -</i>			
COVIELLO, MARK	78,879.31		
COMEAU, ANTHONY	73,300.94		
- <i>Records & Permits Engineer -</i>			
DEROSA, WILLIAM	71,383.77		
- <i>GIS Specialists -</i>			
HENDERSON, ERIK	51,875.16		
- <i>Engineering Aide I</i>			
CANONI, THOMAS	40,981.72	146.06	
SOMBAERT, RUSSELL	4,362.40	3,440.06	
- <i>Engineering Aide II -</i>			
ALCOCK, BRIAN	39,836.72	4,324.16	
Equipment Maintenance			
- <i>Division Supervisor -</i>			
COLLINS, THOMAS	82,181.20		
- <i>General Foreman -</i>			
COLLINS, VINCENT	47,384.16	5,317.16	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Equipment Maintenance</u>			
- Working Foreman -			
MURPHY, PHILIP	42,499.41	2,092.14	
- Lead Mechanic -			
CROSSMAN, WALTER	41,348.66	2,135.73	
- Mechanic Welder -			
ARENA, MICHAEL	39,103.80	2,833.22	
BERZINIS, ERIC	28,227.66	3,099.18	
ROBINSON, DONALD	40,451.68	3,825.83	
SCANNELL, RICHARD	40,561.07	2,499.88	
ST.GERMAIN, PETER	40,413.00	2,293.03	
<u>Highway - Sanitation - Recycling Center</u>			
- Division Supervisor -			
HLADICK, THOMAS	72,856.29		
- General Foreman -			
CAISSIE, JOHN	47,664.16	7,326.62	
QUILTY, RICHARD	46,904.16	7,853.75	
- Working Foreman -			
MAGAZZU, ORAZIO	42,503.43	6,695.86	
QUILTY, JOHN	42,018.17	3,584.67	
WALKER, GARY	41,608.17	5,502.04	
- Heavy Equipment Operator -			
CLOUGHER, GERALD	40,000.36	14,830.26	
HOYT, MATTHEW	34,313.02	6,814.30	
LUTTRELL, MICHAEL	38,167.36	5,622.29	
PONS, MICHAEL	39,448.45	12,064.62	
<u>Highway - Sanitation - Recycling Center</u>			
- Skilled Laborer -			
BERNIER, KRISTOPHER	10,621.86	1,646.68	
BURGOYNE, LEO	1,204.00		
CRISAFULLI, SAMUEL	27,502.38	3,076.94	
DEVEREAUX, EDWARD	38,337.95	4,924.12	
GATELY, MICHAEL	4,338.40	586.97	
MAGAZZU, PETER	35,074.19	4,831.84	
SUPPLE, PETER	8,528.17	142.96	
- Craftsman -			
HOLMGREN, RALPH	1,453.61		
- Recycling Attendant -			
LUNDY, FREDERICK	6,679.42		
- Trash Collector -			
DUGAN, THOMAS	39,618.98	9,227.67	
FARNSWORTH, CORY	28,360.40	3,283.24	
HOPKINS, THOMAS	39,208.22	12,928.76	
INDELICATO, FRANK	35,357.72		
PALMER, JAYSON	33,726.86	7,043.45	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Highway - Sanitation - Recycling Center</u>			
<i>- Trash Collector -</i>			
PERRY, TIMOTHY	37,373.92	5,466.06	
QUILTY, THOMAS	39,038.46	11,054.34	
RUDD, SHAWN	31,113.78	7,318.77	
SLAMIN, PETER	33,082.32	5,136.65	
SULLIVAN, WAYNE	35,059.62	7,656.74	
<u>Land Facilities & Natural Resources</u>			
<i>- Division Supervisor -</i>			
CUNNIFF, JOHN	77,129.31		
<i>- General Foreman -</i>			
TOMASETTI, MICHAEL	46,932.46	3,427.13	
<i>- Working Foreman -</i>			
THOMAS, F RAYMOND	42,237.21		
<i>- Craftsman -</i>			
ALLEN, RICHARD	38,589.19	4,853.96	
<i>- Skilled Laborer -</i>			
ALCOCK, F. PAUL	38,246.55	3,602.22	
BACCARI, SCOTT	38,006.49	15,980.52	
CURTIS, STEVEN	33,790.11	11,913.78	
LEMONT, JOHN	13,250.69	2,832.09	
SCHMIDT, ERIC	17,800.70		
<i>- Tree Worker -</i>			
WATERS, JOHN	39,694.88	12,450.21	
Total Public Works	\$2,666,027.99	\$281,350.21	\$350.00
 <i>- Public Safety -</i>			
<u>Fire Department</u>			
<i>- Fire Chief -</i>			
BRIEN, JAMES	99,124.39		
<i>- Deputy Chief -</i>			
CONNELLY, EDWARD	79,886.60	10,890.36	916.00
REYNOLDS, PETER	28,140.72		
SABOURIN, GENE	75,023.59	9,428.75	
SLATTERY, MICHAEL	79,207.69	11,694.17	612.00
TOTA, PAUL	72,978.99	7,913.18	
WHITE, RICHARD	84,154.73	10,477.71	
<i>- Captain -</i>			
ARENA, SALVATORE	63,627.05	8,349.99	896.00
DEVITO, PAUL	64,497.39	3,600.54	
FRANCIOSE, ROCCO	65,867.61	7,490.82	480.00
LAMONT, ROBERT	66,406.71		
LENTINI, MICHAEL	64,775.25	1,530.08	100.00
MITCHELL, ROY	67,245.21	50.60	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Fire Department			
<i>- Captain -</i>			
SHERIDAN, JAMES	71,934.26	6,214.73	6,835.59
<i>- Lieutenant -</i>			
ARENA, JAMES	60,392.65	3,785.16	
ARIES, MICHAEL	63,303.27	7,753.32	484.00
CONLON, MICHAEL	58,569.53	3,737.64	
CONNELLY, MARK	61,447.77	8,685.26	1,848.00
CUSTODIO, KENNETH	59,983.28	5,793.23	360.75
DOW, DANIEL	56,297.72	5,841.04	968.00
FAHEY, JAMES	56,781.02	8,151.36	2,072.00
FORANCE, THOMAS	64,150.49	7,386.57	2,024.00
FOSBERG, DENNIS	57,298.15	6,791.68	753.00
FRANCIOSE, JOSEPH	51,439.70	4,229.80	384.00
LEVEY, KENNETH	57,848.82	5,782.78	128.00
MAHONEY, WALTER	60,627.67	6,427.39	976.00
MATHEWS, DANIEL	62,231.66	8,770.98	12,341.25
PARSONS, GARY	58,391.50	3,380.06	640.00
ROTHMAN, EUGENE	61,060.21	5,881.51	1,944.00
SMITH, JAMES	58,891.96	2,893.51	100.00
VANTASSEL, WILLIAM	51,725.70	2,267.52	320.00
<i>- Firefighter Paramedic -</i>			
CARUSO, ANTHONY	15,053.48	30.62	
CRISAFULLI, SAMUEL	50,463.06	3,082.62	608.00
FOSBERG, DEREK	53,209.13	4,759.65	1,680.00
FULLER, DOUGLAS	53,523.79	1,869.47	160.00
HAMED, NADER	20,293.71	1,943.83	432.00
LEE, GLYNNIS	50,583.74	5,184.42	576.00
MAGLIOZZI, ROBERT	53,599.25	4,168.32	256.00
O'BRIEN-NORRIS, KERI	48,929.14	1,289.47	
QUIGLEY-BOYLAN, TANYA	15,047.36	514.37	288.00
SHEARLEY, RICHARD	49,357.65	4,950.94	880.00
SHERIDAN, KEVIN	49,176.63	332.96	
TOPHAM, THOMAS	49,372.74	1,696.42	640.00
WOZNY, CHRIS	50,895.27	4,708.11	1,208.00
<i>- Firefighter -</i>			
ADAMS, RICHARD	50,340.04	3,453.02	544.00
ALBERGHINI, WILLIAM	53,417.08	6,969.75	1,920.00
ARENA, JOHN	49,915.00	1,399.17	160.00
ARENA, STEPHEN	51,158.95	3,257.02	100.00
AUSTIN, JOHN	47,006.08	4,615.69	288.00
BIAGI, RONALD	52,346.86	3,827.87	672.00
BLACK, JAMES	52,746.92	6,548.79	
CARNEY, PETER	56,802.92	165.32	
COLLINS, CHRISTOPHER	56,347.87	6,031.58	2,756.00
CURLEY, JOHN	45,498.63	5,175.45	512.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Fire Department			
<i>- Firefighter -</i>			
DICICCO, DAVID	37,719.25	2,418.34	
DOUCETTE, GARY	49,681.89	5,551.63	128.00
DOWNING, RONALD	51,343.81	2,690.75	1,268.00
FARQUHARSON, DOUGLAS	51,983.26	5,483.47	2,504.00
FERRI, NICHOLAS	49,426.69	7,475.31	1,520.00
FORREST, BARRY	51,173.33	6,715.93	484.00
HAIGIS, MICHAEL	55,294.57	4,684.10	256.00
HARTWELL, DANIEL	54,745.52	4,385.35	1,032.00
HEADLEY, GRANTLEY	50,776.01	4,513.68	1,248.00
HERRING, JOHN	54,570.57	7,444.30	1,796.00
HLADICK, ANDREW	50,631.47	5,934.84	
HLADICK, MARTIN	51,552.72	8,230.68	1,637.90
HOWARD, CHAD	37,751.29	2,718.42	
KEEFE, JAVIER	37,602.64	1,797.33	
KELLEY, TIMOTHY	47,146.76	3,282.90	516.00
LINTON, THOMAS	49,699.99	4,941.20	
LIPOMA, VICTOR	38,413.21	2,589.53	832.00
MABARDY, NICHOLAS	38,413.21	2,219.80	
MCAULEY, STEVEN	51,414.08	2,038.78	
MCPARLAND, GERARD	51,434.87	5,508.68	189.90
MELCHIORRI, ROCKY	52,756.83	5,805.51	228.00
MORTARELLI, JOSEPH	46,724.72	3,313.04	1,188.00
PERRYMAN, MICHAEL	50,824.67	6,621.17	1,064.00
QUILTY, MICHAEL	56,233.84	6,168.98	1,260.00
RANKINS, KEVIN	39,599.37	3,678.82	320.00
REYNOLDS, THOMAS	52,031.90	6,972.74	712.00
SLATTERY, JOSEPH	50,860.51	5,203.70	832.00
SMITH, SCOTT	46,514.71	5,919.03	1,104.00
SOLTYSIK, ANDREW	38,934.61	1,281.02	
SPENCER, THOMAS	55,540.68	6,333.81	2,072.00
STICKA, WILLIAM	50,546.45	5,285.26	768.00
WARD, EDWARD	27,296.32	9,034.72	128.00
WEDGEWORTH, JOHNNY	37,872.93	600.00	
<i>- Superintendent of Communications -</i>			
VANTASSEL, GORDON	66,183.35	9,012.98	
<i>- Assistant Fire Prevention Officer -</i>			
WARD, EUGENE	56,461.42	5,268.15	1,240.00
<i>- Executive Assistant -</i>			
ARENA-MYERS, DONNA	40,996.44	544.45	
<i>- Department Assistant -</i>			
LEONE, NANCY	35,290.34		
Total Fire Department	\$4,823,840.82	\$422,843.00	\$73,190.39

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Police Department</u>			
- <i>Police Chief</i> -			
MANNIX, DENNIS	120,108.11		
- <i>Lieutenants</i> -			
GRASSEY, ALFRED	77,743.70	381.04	
GRASSEY, BRIAN	73,388.20	7,169.78	20,400.00
MABARDY, NICHOLAS	82,737.64	3,927.21	5,760.00
MASON, PETER	82,737.64	4,534.78	8,040.00
PAGLIARULO, STEVEN	66,930.33	8,101.43	
- <i>Sergeants</i> -			
DAVIS, ROBERT	69,411.69	11,976.30	5,040.00
DUNLOP, ROBERT	69,547.17	4,871.97	17,160.00
FITZPATRICK, LEO	55,142.24	3,618.97	1,920.00
FLEMING, LAWRENCE	71,964.89	14,057.25	15,000.00
LAMONT, THOMAS	75,262.41	15,683.45	29,640.00
LAUZON, BRIAN	74,244.56	19,555.60	23,520.00
LONGTINE, JEFFREY	76,024.69	3,292.89	7,200.00
O'CALLAGHAN, DANIEL	65,684.02	10,593.90	11,160.00
ROSSI CAFARELLI, CARA	64,319.77	2,064.40	
ST.HILAIRE, MARK	67,898.26	6,156.75	23,880.00
THOMPSON, PAUL	69,608.09	9,136.50	20,400.00
VIEIRA, RICHARD	62,506.58	3,853.24	12,112.00
- <i>Detectives</i> -			
BLANCHARD, ELIZABETH	63,810.98	2,983.73	512.00
HALLORAN, RICHARD	61,386.32	4,840.98	12,032.00
ORDWAY, JAMES	55,964.07	4,401.76	1,536.00
- <i>Court Liason Officer</i> -			
KERRISSEY, EDWARD	60,910.00	644.21	17,920.00
- <i>Patrol Officers</i> -			
ARENA, EDWARD	64,358.24	15,195.28	6,500.63
BOSSELMAN, BRIAN	51,860.98	3,059.77	9,984.00
BROGAN, DANIEL	65,863.88	13,997.04	10,880.00
CONAWAY, BRETT	32,714.48	770.72	12,544.00
COUGHLIN, AMY	41,236.78	2,899.73	1,280.00
DELEHANTY, KEVIN	57,604.85	11,258.58	8,960.00
DOHERTY, JOHN	59,952.79	7,152.20	
FITZGERALD, KENNETH	11,840.68	4,459.18	6,656.00
FORDE, VINCENT	60,329.62	11,393.26	19,840.00
FRISSORE, JOHN	41,093.38	1,938.47	10,880.00
GAIESKI, ANTHONY	34,060.05	2,081.50	5,248.00
GEISLER, WILLIAM	55,443.34		
GRAHAM, ALLAN	61,872.10	3,683.69	6,272.00
HARPER, HOWARD	61,120.05	2,082.50	4,736.00
HASWELL, JOHN	64,437.56	2,912.28	10,880.00
HAYES, JOSEPH	62,000.05	7,380.66	30,080.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Police Department			
<i>- Patrol Officers -</i>			
HEFFLER, ELIZABETH	56,677.04	1,219.34	1,280.00
HOFFMAN, ROBERT	64,707.92	12,997.78	22,272.00
INGHAM, BRIAN	62,087.22	11,058.00	8,960.00
JENNINGS, LEONARD	56,251.16	831.32	896.00
KELLEY, KEVEN	6,510.13		
KEOHANE, JAMES	61,872.10	4,404.57	6,656.00
LANOUE, GREGORY	6,510.13		
LINTON, JAMES	57,131.16	5,555.30	13,056.00
MORRILL, DIANE	56,271.44	5,435.68	128.00
MURPHY, ROBERT	61,872.10	7,355.02	6,528.00
PEROS, ARTHUR	55,625.86	5,112.32	29,312.00
QUILTY, JAMES	56,864.69	7,270.58	6,272.00
RICHARDSON, RONALD	55,811.76	9,810.94	10,368.00
RODRIGUEZ, CHRISTIAN	49,570.27	6,850.66	24,448.00
SALIS, S CHRISTOPHER	53,251.21	23,249.54	17,536.00
SMITH, SCOTT	23,521.42	3,297.52	896.00
SUTHERLAND, JASON	6,510.13		
VITALE, THOMAS	54,756.00	5,142.99	5,120.00
WHITE, ROBERT	55,540.16	2,474.79	9,600.00
<i>- Civilian Dispatchers -</i>			
BARNES, DEBRA	39,589.44	2,067.44	
BIUSO, CHRISTOPHER	25,270.06	1,535.57	
CURTIS, PAUL	42,170.82	113.44	
DUBINSKY, GARY	43,810.53	353.94	
GARVIN, NORMA JEAN	45,577.03	1,606.93	
GLICKMAN, ALAN	45,610.81	8,040.34	
ROURKE, TRACY	38,168.15	1,939.17	
SCOTT, DONNA	44,170.82	1,393.95	
STERLING, MARK	40,492.38	4,378.96	
<i>- Civilian Dispatchers Part-Time -</i>			
BAUR, SUSAN	24,733.09	942.12	
DONOVAN, RICHARD	11,392.99		
MACQUEEN, ANDREW	2,147.41		
SMITH, BONNY	5,612.71		
SMITH, JULIE	3,582.14		
THOMASON, HEATHER	5,305.66		
TURNER, THOMAS	794.11		
WHITNEY, AMY	561.80		
<i>- School Traffic Supervisors -</i>			
BLINN, GLADYS	6,292.80		
BROWN, MARY	4,824.41		
BURROWS, MARJORIE	6,292.80		
CASEY, MARY	6,222.04		
CHAGNON, CHERYL	6,292.80		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Police Department			
<i>- School Traffic Supervisors -</i>			
COLLINS, CAROLYN	2,814.55		
CONNOLLY, BARBARA	5,019.00		
CONNOLLY, DANA	6,297.69		
FLYNN, CAROLE	3,760.62		
GLUTTING, DONALDA	6,292.80		
HASTINGS, LISA	6,292.80		
HOLMES, LISA	8,157.27		
INGHAM, LAURENE	2,367.74		
WHITE, ANGELA	6,292.80		
<i>- Reserve School Traffic Officers -</i>			
BOURET, CASSANDRA	760.10		
MASON, ROGER	156.69		
MURRAY, ROBIN	2,021.35		
SANDOW, RUSSELL	518.25		
<i>- Animal Control Officer -</i>			
TOSI, KEITH	36,646.19	325.56	
<i>- Matrons -</i>			
CHAGNON, CHERYL	182.70		
DUFTON, ROSEMARY	145.23		
<i>- Executive Assistants -</i>			
AZZARITI, FLORANCE	37,196.56		
PUGATCH, GREER	10,775.42	3,307.90	
<i>- Department Assistants -</i>			
CARNEY, MARY	18,237.51	241.22	
KELLY, MARSHA	32,241.34	1,512.39	
<i>- Clerk Part-Time -</i>			
RADOCK, EDWARD	9,772.36		
Total Police Department	\$3,939,325.86	\$371,936.28	\$541,300.63
 <i>- Health & Human Services -</i>			
Neighborhood Bus			
<i>- Coordinator Neighborhood Bus -</i>			
JONES, JUDITH	20,264.12		
<i>- Van/Bus Drivers -</i>			
PACHECO, JOHN	16,324.62		
RAISCH, ROBERT	23,552.71	1,071.11	
<i>- Bus Drivers Part-Time -</i>			
BUCHTA, FRANK	1,150.82		
CAREW, ALLISON	3,218.17		
DOHERTY, JOHN	5,818.45		
ELLIS, RONALD	13,245.23		
OTERO, OSCAR	17,428.53	1,798.95	
RUDOLPH, LAWRENCE	17,470.88	41.40	
Total Neighborhood Bus	\$118,473.53	\$2,911.46	\$0.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Veterans Services			
- <i>Director Veterans Services -</i>			
MACGILLIVRAY, JOHN	53,689.81		
- <i>Administrative Assistant -</i>			
YOUNG, SHEILA	37,623.43		
Total Veterans Services	\$91,313.24	\$0.00	\$0.00
Council Aging			
- <i>Director Council Aging -</i>			
RYDER, DIANA	53,689.81		
- <i>Assistant Director Council Aging -</i>			
WATTS, DEBORAH	33,314.57		
- <i>Adult Contractor -</i>			
O'HARE, ELIZABETH	1,402.92		
- <i>Instructors -</i>			
DOUGLAS, JANE	1,441.41		
FINKELSTEIN, DEBORAH	564.68		
PACELLI, EUGENE	2,445.32		
- <i>Senior Clerk -</i>			
CARR, THERESA	28,516.52	22.16	
YOUSSEFIAN, MEHRI	10,877.11		
- <i>Social Worker -</i>			
O'BRIEN, KATHLEEN	21,340.53		
ROBBINS, GERALD	16,430.92		
- <i>Volunteer Coordinator -</i>			
MUNNS, MOIRA	12,954.72		
- <i>Volunteer Resources Manager -</i>			
MORRIS, WILLIAM	9,282.44		
Total Council Aging	\$192,260.95	\$22.16	\$0.00
Board of Health			
- <i>Director Public Health -</i>			
WADE, ROGER	72,245.30		
- <i>Environmental Health Agent -</i>			
WHITE, JAMES	55,300.63		5,835.99
- <i>Sanitarian -</i>			
BOUDREAU, MICHAEL	46,411.88		
- <i>Public Health Nurse -</i>			
HULBIG, LAURIE	21,687.47		
MERCER, LEILA	23,226.19		
- <i>Administrative Assistant -</i>			
MORGAN, PAMELA	38,769.51	163.77	781.37

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Board of Health</u>			
- <i>Department Assistant Part-Time</i> -			
COTTER, JEAN	8,253.28		
QUINN-COMPOSTO, MAUREEN	6,786.20		
- <i>Animal Inspector</i> -			
ZULLO, EDWARD	862.66		
Total Board of Health	\$273,543.12	\$163.77	\$6,617.36
<u>Recreation & Parks</u>			
- <i>Superintendent of Recreation & Parks</i> -			
CUGINI, RICHARD	83,944.88		
- <i>Assistant Director Recreation & Parks</i> -			
KEEFE, DANIEL	54,625.19		
- <i>Coordinator Special Needs</i> -			
BILILIES, DREW	20,452.75		
- <i>Director Pre School Program</i> -			
RANERI, CATHERINE	22,228.42		
- <i>Program Coordinator</i> -			
MAHONEY, JOEL	16,084.04	94.11	
MARSHALL, JONATHAN	25,488.22	263.37	
- <i>Director Community Farm</i> -			
SIMKINS, LYNDA	49,618.27		
- <i>Assistant Director Community Farm</i> -			
BEACH, JEDEDIAH	20,091.38		
MCFALL, NATHAN	15,038.35		
- <i>Farm Assistant Part-Time</i> -			
HARVEY, JANE	18,877.02		
- <i>Administrative Assistant</i> -			
PINAULT, LINDA	37,873.43	675.38	2,223.01
- <i>Department Assistant</i> -			
COFFEY, MARY LOU	36,134.34	513.13	7,345.83
- <i>Senior Clerk</i> -			
CUGINI, ELIZABETH	27,745.10		
<u>Recreation Revolving Programs</u>			
- <i>Adult Contractor</i> -			
BREWER, RANDY	249.85		
HAMNETT, THOMAS	102.64		
KEY, BARRY	708.21		
SPINAZOLA, RODNEY	76.98		
THOMPSON, PETER	1,558.29		
- <i>Assistant Directors</i> -			
CLARK, JONATHAN	4,727.96		
COFFEY, CHRIS	503.78		
COFFY, MARSHALL	3,722.46		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Recreation Revolving Programs</u>			
<i>- Assistant Directors -</i>			
CONAWAY, RHONDA	6,020.59		
COTTER, JUSTIN	4,982.79		
HEAP, RICHARD	2,156.60		
HOURIHAN, THOMAS	2,804.73		
HOWARD, CHAD	124.12		
O'CONNELL, CHRIS	1,505.11		
PETRONE, DONALD	3,270.32		
ROLLINS, ANDREW	3,677.68		
ROSHIER, ANDREA	7,952.46		
SEVERANCE, JON	3,207.51		
STONE, MATTHEW	217.60		
TATA, MICHAEL	833.67		
WALKER, BRAD	4,825.52		
WHITE, MERI	1,015.29		
<i>- Assistant Leaders -</i>			
CHANDLEY, KEVIN	2,623.04		
COFFEY, AMBER-RAE	1,137.70		
COSMOS, PHILLIP	2,351.46		
DONAHUE, MAX	1,660.68		
EDES, ANDREW	1,354.23		
GOULD, CAROL	503.98		
LOYND, HANNAH	2,336.78		
<i>- Assistant Leaders -</i>			
TURNER, DANIEL	2,160.62		
TYSON, DANIEL	2,463.90		
WHITING, KYLE	2,088.23		
<i>- Attendants -</i>			
ALLEN, NICOLE	1,685.72		
AUBE-GHILANI, NICOLE	1,734.72		
BARBO, LINDSEY	2,135.58		
BENABDALLAH, HANNAH	1,893.21		
BUCCI, AMANDA	24.96		
CHAGNON, JOSEPH	1,907.48		
COLE, TRACI	1,674.24		
PARKER, EMILY	32.00		
<i>- Certified Sports Officials -</i>			
BRIDGE, JEFFREY	488.70		
CARTY, STEPHEN	485.46		
CUGINI, SUSAN	1,133.21		
FITZGERALD, TIMOTHY	584.01		
GALANTE, LOUIS	553.32		
GRIFFITH, JOHN	853.99		
HAMNETT, JOHN	517.77		
HEDRICK, STEVEN	681.75		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Recreation Revolving Programs</u>			
<i>- Certified Sports Officials -</i>			
HEUER, WILLIAM	910.35		
MANGAN, PAUL	391.77		
MARDEN, DONALD	581.58		
MARTIN, WILLIAM	843.30		
PUTNAM, PETER	520.20		
SASONOFF, JOHN	358.65		
SLATTERY, RICHARD	877.23		
<i>- Concession Manager -</i>			
CUSTODIO, MARLENE	1,639.68		
<i>- Director Medium Sized Program -</i>			
ARENA, JEAN	7,867.96		
BRENNEMAN, THOMAS	137.90		
CAOUCETTE, JOSEPH	457.88		
WOLF FRITZ, REGINA	11,028.28		
KILLITEA, BRIAN	424.40		
TARTARINI, KIMBERLY	1,322.80		
THOMPSON, JACOB	1,462.16		
<i>- Head Lifeguards -</i>			
BENABDALLAH, ADAM	5,546.43		
BENABDALLAH, JUSTIN	5,563.21		
CECCHI, JENNIFER	5,707.34		
HEYDE, JULIE	494.55		
<i>- Lifeguards -</i>			
BARRY, MARCI-ANNE	2,921.98		
COBB, THOMAS	4,122.13		
COLEMAN, AMY	4,117.08		
CRAWFORD, ADAM	4,494.10		
DONNELLY, MEGHAN	8,052.40		
FLYNN, TIMOTHY	5,968.78		
HEYDE, JENNIFER	3,138.83		
LEE, CHRISTOPHER	3,744.54		
MCCORMICK, ERIN	2,924.06		
MCKENZIE, MEGHAN	4,419.11		
MOYNIHAN, JOHN	4,423.27		
MULCAHY, ALEX	3,654.70		
PERODEAU, KRISTINE	3,681.26		
WOLMAN, MARIA	4,019.70		
<i>- Leaders -</i>			
ACHTMEYER, KRISTIN	564.66		
ADAMS, JULIANNE	274.56		
AZZARITI, KARIANNE	2,117.40		
BARBO, KARA	815.25		
BERTOLINO, AMY	2,108.82		
BERTOLINO, BECKY	2,108.82		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Recreation Revolving Programs</u>			
<i>- Leaders -</i>			
BRANDT, ROBERT	2,104.00		
BROWN, KATHRYN	2,342.76		
BRYANT, HENRY	2,645.40		
CASHMAN, MONICA	784.16		
CASHMAN, RACHAEL	846.40		
COBURN, STEPHANIE	2,996.76		
COFFEY, ALTORIA	8,496.36		
COLEMAN, NICHOLAS	2,573.40		
CONNOLLY, CHRISTINE	3,451.90		
CONNOLLY, MATTHEW	2,179.34		
CONNOLLY, SHANNON	3,002.90		
CONSTANTINE, ASHLEY	2,394.99		
COPPOLA, DARYL	666.00		
CRAWFORD, NATHAN	2,589.30		
D'AGNELLI, LINDSAY	1,832.02		
DAVIS, ANDREA	784.16		
DONAHUE, STEPHANIE	1,836.92		
DUNNIGAN, RYAN	2,922.00		
FAIR, LAURA	2,790.32		
FEINBERG, JUSTIN	2,046.20		
FERNALD, NATHAN	3,254.34		
FITZGIBBONS, MATTHEW	2,048.00		
FORSHER, SUSAN	2,841.26		
GIORGIO, JANET	550.00		
GUEN, BETHANY	3,841.76		
GUSTAVSON, LAURA	2,468.42		
HAMEL, KRISTIN	2,870.74		
HAMNETT, JR, JOHN	67.04		
HARDY, JENNIFER	4,377.60		
HIMMELMANN, KAITLIN	2,725.60		
HORRIGAN, KATHLEEN	2,509.40		
JACKSON, BRENDAN	3,712.36		
JONES, BENJAMIN	2,629.40		
JONES, GENEVIEVE	3,011.88		
KACAVICH, MEAGHAN	2,436.57		
KAIZER, DANIEL	754.00		
KEANE, EMILY	2,505.96		
KRENTZMAN, SOPHIA	2,645.40		
LALLY, CAROLYN	481.11		
LONGMOORE, THOMAS	149.76		
MACHKOWSKY, SARA	2,987.48		
MACONE, JOANNA	2,944.35		
MAGARIE, ANDREW	3,026.40		
MAGARIE, KENNETH	2,677.40		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Recreation Revolving Programs</u>			
<i>- Leaders -</i>			
MANDINO, MICHELLE	2,637.40		
MIRANTE, KATHLEEN	2,858.19		
MUSKOPF, JACQUELINE	3,150.96		
O'BRIEN, TIMOTHY	1,962.80		
PAQUETTE, SARAH	754.00		
PINAULT, ANDREA	44.66		
PLAIN, ANNE-MARIE	2,984.94		
PRAY, WENDY	2,869.11		
RAFFOL, MATTHEW	3,088.76		
REYNOLDS, BRIAN	928.00		
ROSE, JENNIFER	3,178.09		
RYAN, MEREDITH	45.35		
SALSICH, DEIRDRE	2,913.10		
SASONOFF, KRISTEN	2,897.64		
SASONOFF, PHILLIP	2,338.39		
SCURLOCK, KATHERINE	2,205.40		
SHIELDS, BRIGHAM	2,540.72		
STONE, ERICA	2,899.75		
THOMSON, JACQUELINE	610.00		
TURNER, AMANDA	2,814.00		
VANTASSEL, JULIE	52.56		
VARGAS, ERIKA	784.16		
WADE, ELISE	3,122.10		
WALSH, NICOLE	758.55		
WERNICK, JENNY	3,298.92		
WILDER, MATTHEW	703.04		
WILLIAMS, MICHAEL	2,621.40		
WORCESTER, ABAGAIL	2,768.25		
<i>- Managers -</i>			
CALDER, JAMES	4,578.84		
ROGERS, ANDREW	6,103.18		
<i>- Program Instructors -</i>			
BRASS, SHARI	9,770.63		
BRENNEMAN, MATTHEW	84.88		
NOBLES, MARION	433.44		
SCARLATOS, JEANNE	548.16		
<i>- Part-Time Laborer -</i>			
FLEMING, BRIAN	5,613.96	114.50	
<i>- Nurse -</i>			
CHASE, ANNE	6,674.88		
KACIAN, PATRICIA	8,483.29		
<i>- Specialists -</i>			
BILLMEIER, CALEB	2,804.62		
COLELLA, ANDREW	4,917.96		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Recreation Revolving Programs</u>			
<i>- Specialists -</i>			
COTTER, KEVIN	439.00		
EBELING, CHERYL	1,001.49		
FINKELSTEIN, DEBORAH	1,426.20		
FORBER-PRATT, ANJALI	1,576.48		
FRECHETTE, MATTHEW	9,985.89		
HOWES, LINDA	3,596.94		
HUNT, MARGARET	45.36		
INCORVATI, JASON	3,923.18		
KEEFE, ELINOR	1,305.40		
KELLETT, KRISTEN	10,515.96		
KELLY, DAVID	5,078.56		
LARKIN, CATHERINE	701.28		
LEIP, MICHELLE	639.52		
LOCHIATTO, ANNA MARIA	3,526.60		
MACONE, JONATHAN	4,231.20		
MAFFEI, GREGORY	4,126.72		
MOLINA, NANCY	7,243.09		
MORAN, MARGARET	3,314.70		
MOYNIHAN, KERRY	4,416.53		
MOYNIHAN, SARAH	0.00		
MULCAHY, SARAH	5,480.12		
RANERI, DANIELLE	2,493.49		
SMITH, JENNIFER	3,914.68		
WALDEN, CAROLL	1,349.56		
WARREN, WHITNEY	4,584.78		
WERNICK, BARRON	3,492.32		
<i>- Supervisor Major Programs -</i>			
CARNEY, PATRICIA	967.42		
CONAWAY, B. PATRICK	7,372.74		
DESROSTERS, BEVERLY	2,196.12		
DONAHUE, CAROLINE	3,477.87		
KEEFE, KARLA	9,062.09		
RAITHEL, JANE	2,013.55		
WRIGHT, CINDY	2,982.95		
<i>- Timer/Scorers -</i>			
BACHELDER, JOHN	76.16		
COTTER, MICHAEL	506.88		
JENCUNAS, TIMOTHY	326.36		
LANCHANTIN, SHAWN	455.52		
LAVEZZO, LISA	18.86		
ROVNER, LEAH	735.88		
SPIRIDIGLIOZZI, ANNA	384.44		
WHITE, JAMES	384.38		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Recreation Revolving Programs</u>			
- <i>Water Safety Instructors</i> -			
BUCCI, KATHRYN	4,132.62		
CALDER, SHIRLEY	669.48		
CECCHI, KIMBERLY	3,691.09		
NELSON, HEATHER	5,022.29		
THOMPSON, ANDREW	2,748.18		
Total Recreation & Parks	\$981,598.94	\$1,660.49	\$9,568.84
<u>Human Services</u>			
- <i>Director Human Services</i> -			
KERMODE, GWEN	16,346.81		
- <i>Social Worker</i> -			
CARSON, NANCY	4,969.48		
Total Human Services	\$21,316.29	\$0.00	\$0.00
<u>- Public Libraries - Morse Library</u>			
- <i>Director Morse Library</i> -			
POLK, PAULA	72,245.30		
- <i>Assistant Director Morse Library</i> -			
MUSSER-CASTINO, BRENDA	58,803.55		
- <i>Community Relations/Grant Coordinator</i> -			
CRAIG, JOAN	38,456.06		
- <i>Bookmobile Librarian</i> -			
HULING, ROSEMARY	35,927.10	671.69	
- <i>Children's Librarian</i> -			
BARNICLE, SUSANMARIE	48,795.52		
- <i>Children's Programmer</i> -			
CHAMPION, LINDA	48,895.52		
- <i>Children's Room Associate</i> -			
PLACHY, ROBERTA	43,170.99	496.86	
- <i>Reference Librarian</i> -			
BAILEY, ELIZABETH	37,259.51	424.85	
- <i>Supervisor Children's Services</i> -			
SMITH, DALE	55,597.61	311.29	
- <i>Supervisor Circulation Services</i> -			
WELCH, PAULA	52,341.21	6,044.04	
- <i>Supervisor Reference Services</i> -			
GENOVESE, SALVATORE	49,349.96	4,007.85	
KOCH, ANNA	2,820.93		
- <i>Reference Librarian</i> -			
HAGUE, MARY ANN	48,745.52		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Morse Library</u>			
- <i>Supervisor Technical Services</i> -			
JONES, MARTHA	56,346.86	450.65	
- <i>Technology Associate</i> -			
LATHWOOD, PAMELA	43,002.23		
- <i>Executive Assistant</i> -			
CHING, CAROLYN	37,685.14	2,687.46	
- <i>Reference Staff</i> -			
BARTLETT, KAROL	24,624.97	689.40	
BRODY, ELEANOR	8,944.91	227.92	
BUTZEL, STEVEN	1,641.81		
DEUTSCH, MERYL	1,309.14		
HOLMES, CARY	7,523.50	4,378.04	
MCDONALD, TARA	4,131.05	1,649.11	2,578.00
REIDY, ABBY	25,624.02	756.58	
STAMPER, LAURIE	3,619.43	1,270.22	
- <i>Library Assistant</i> -			
BORGHI, MARY	29,632.51	607.25	
CARLOW, MARIANNE	34,275.00	394.13	
CHRISTIE, LAURIE	25,190.28	1,910.97	
REDINGTON, DELL	29,355.54	1,704.95	
RICHARD, JANET	24,016.38	369.80	
SANCHEZ, BARBARA	26,681.20	1,181.40	
- <i>Library Associate</i> -			
ARNOLD, KRISTEN	5,323.94	138.09	
BISHOP, CHARLENE	8,024.67		
GLATER, ANN	244.74		
HINCKLEY, CAROL	16,918.63	173.68	
KRIGER, JEANNE	13,736.54	1,575.13	
MAGEE, JANE	257.13		
MCGILLIS, JENNIFER	13,288.79	1,674.23	
PERKINS, KAREN	912.93		
PERKINS, KAREN	18,318.58	1,335.99	
PHILLIPS, FAY	12,275.59	582.24	
PLACHY, JESSICA	7,044.67	1,674.04	
QUINN, NORINE	9,498.32	81.37	
QUINN, NORINE	1,360.37		
REICHMAN, KRISTIN	269.53		
SIMEONE, FRANCIS	4,767.10		
STROSCHEIN, KARA	6.62	297.70	
SULLIVAN, ELLEN	11,963.39	719.16	
- <i>Library Clerks</i> -			
EVANGELISTA, CATHERINE	8,949.12	68.51	
KORNBUM, SUSAN	4,680.53		
TURNER, KATHLEEN	7,728.29	68.51	

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Morse Library</u>			
- <i>Library Pages</i> -			
ANDERSON, EMILY	449.92		
BIAGETTI, CELIA	2,923.56		
DANIELLS, ESTHER	3,972.88		
MASON, NANCY	2,227.55		
PHILLIPS, ELIZABETH	898.66		
RIZOLI, KELLY	1,661.12		
RIZOLI, STEVEN	239.02		
TALLINI, ANDREW	14.14		
TURNER, PHILIP	2,821.16		
- <i>Project Workers</i> -			
BARNUM, AYAKO	11,950.00		
WILLIAMS, GAVIN	1,012.50		
Total Morse Library	\$1,149,752.74	\$38,623.11	\$2,578.00

<u>Bacon Free Library</u>			
- <i>Director Bacon Free</i> -			
MASON, GARY	2,957.57		
WALLACE, DIANE	3,166.23		
- <i>Assistant Director Bacon Free</i> -			
ARNOLD, KRISTEN	1,841.14		
- <i>Library Assistant</i> -			
DUVAL, PRISCILLA	10,577.02		
- <i>Library Clerk</i> -			
CLARK, KATHY	217.29		
- <i>Custodian</i> -			
LANE, FRANCIS	2,190.06		
Total Bacon Free Library	\$20,949.31	\$0.00	\$0.00

- Unclassified Departments -			
<u>Non Contributory Pensioners</u>			
- <i>Fire Pensions</i> -			
CADILLAC, EMMA	9,464.16		
CARDELLICCHIO, DOLORES	12,432.72		
GREEN, LOUISE	12,177.12		
MELCHIORRI, GALIANO	22,588.80		
WIGGLESWORTH, LOUISE	7,301.64		
- <i>Police Pensions</i> -			
MCEVOY, THOMAS	20,878.80		
SHEA, W. JOSEPH	21,360.48		
- <i>Public Works Pensions</i> -			
WHITE, WILLIAM	18,731.04		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Non Contributory Pensioners</u>			
<i>- School Pensions -</i>			
ARMATA, ANTONIO	2,013.20		
CAREY, CONSTANCE	12,973.92		
POTENZA, HELEN	16,696.56		
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Total Non Contributory Pensions	\$156,618.44	\$0.00	\$0.00
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<u>Retirement System</u>			
<i>- Director Natick Retirement System -</i>			
BACON, KATHLEEN	62,758.97		
<i>- Administrative Assistant -</i>			
FREMAULT, ANN	37,878.60		
<i>- Clerical Support -</i>			
MASTRO, JOAN	10,965.68		
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Total Natick Retirement System	\$111,603.25	\$0.00	\$0.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Natick Public Schools			
Central Administration			
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- Superintendent of Schools -			
CONNOLLY, JAMES	138,423.15		
- Assistant Superintendent Curriculum -			
LEDUC, KAREN	98,878.26		
- Assistant Superintendent Pupil Services -			
SEYFFERT, AUDREY	102,884.88		
- Director Fiscal & Management Services -			
NORMEN DUNN, MARY ELLEN	95,664.61		
- Director of Human Resources -			
DAVIS, MARIANNE	81,257.51		
- Director Facility Services -			
GRAHAM, ROBERT	75,952.19		
- Curriculum Coordinator/ELA			
SLAVIK, CHRISTY	69,875.54		2,490.00
- Curriculum Coordinator/Math -			
KEOUGH, DIANNE	69,875.54		3,205.00
- Staff Development Coordinator -			
BRODERICK, LINDA	28,576.84		
- Program Supervisor Pupil Services -			
GILBERT-ROITHMAYR, LAUREN	28,223.28		5,559.15
- Art Consultant -			
MILOT, BARBARA	9,403.47		
- Behavioral Assistant -			
HART, JENNIFER	45,946.01		
REAGAN, COURTNEY	23,714.16		3,072.24
- Certified Licensed Assistant -			
CONNELLY, LAUREN	10,061.77		
- Manager Facilities Services -			
CLEMENTS, RONALD	45,913.79		
- Finance Manager -			
BACON, ELLEN	57,440.53		
- Secretary to Superintendent -			
REILLY, SHARON	49,360.70		
- Secretary to Director Fiscal & Management Services -			
BECKWITH, IRENE	41,757.70		
- Human Resources Assistant -			
CASAVANT, NANCY	41,857.70		
- Secretaries -			
BRIGHAM, MARIANNE	38,659.68		
CONSTANTINE, VIRGINIA	40,683.07	331.34	
MURPHY, KAREN	40,979.16		
NICHOLSON, KIMBERLEY	35,892.35		
POTTS, JEANETTE	40,679.16		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Central Administration</u>			
- Secretaries -			
MATTIA, KATHLEEN	37,953.36		
CRANDALL, THERESE	31,062.81		
- Food Service -			
CORREIA, ELIZABETH	1,967.83		
- School Physician -			
KRAFT, GAIL	12,880.60		
- Coordinator Children First Program -			
NEWMAN, AUDREY	20,278.77		
- Coordinator Family Network Program -			
LOPRESTI, DARYL	20,357.88		
Total Central Administration	\$1,436,462.30	\$331.34	\$14,326.39
<u>After School Alternative Program</u>			
- Director After School Program -			
CHRISTENSEN, JEANNETTE	39,764.68	885.52	
- Assistant Director After School Program -			
GRAY, JOSHUA	19,036.72	116.87	
- Lead Instructor -			
ADELMAN, JENIFER	22,298.28		
BINETTE, DAVID	3,458.49		
BORGES, LIZBETH	10,284.88		
BOYNTON, SETH	225.68		
CONSTANTINE, ASHLEY	1,275.54		
LESHINSKI, DANIELLE	3,451.00		
LINEHAN, MARK	2,165.05		
OSTROWSKI, AMY	12,358.86		
POWELL, JOY	2,598.96		
- Early Riser Program Supervisor -			
GRAY, ANNE	2,320.44		
- Early Riser Instructor -			
MORRISSEY, AUDREY	712.12		
Total After School Alternative Program	\$119,950.70	\$1,002.39	\$0.00
<u>Ben-Hem School</u>			
- Principal -			
PESKIN, STUART	74,496.38		
- Assistant Principal -			
GETTY, SUSAN	69,129.82		375.00
- Teaching Staff -			
BRIONES, LISA	61,480.24		
CHAR-SMITH, LISA	54,748.77		
DONOHUE, KRISTEN	40,612.21		1,080.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Ben-Hem School</u>			
<i>- Teaching Staff -</i>			
ERWIN, LAURA	26,260.64		
FINN, CAROL	67,200.06		475.00
FOSTER, JOANNE	63,522.92		125.00
GIBSON, JAMES	40,612.21		148.81
GRASSIA, SUSAN	23,773.81	49.12	1,716.00
HAMM, ALISON	53,015.12		
HAYES, LISA ANN	58,621.77		360.00
HOCHBERG, LOIS	67,200.06		2,880.00
HOLT, JACQUELYN	67,200.06		
KLAY, MARCY	26,260.64		203.81
KRAEMER, KAREN	60,274.61		180.00
KRUSZEWSKI, CAROLINA	38,575.97		1,293.50
LAJOIE, KIMBERLY	38,268.63		
LAPLANTE, NINA	37,750.16		1,023.81
MONTGOMERY, KATHLEEN	68,050.94		360.00
MULLER, LAURA	42,434.65		125.00
O'BRIEN, CATHERINE	63,522.92		3,041.00
PROCOPIO, ELIZABETH	62,709.92		360.00
SANBORN, REBECCA	23,809.41		360.00
SUGRUE, MARIA	27,929.83		
TELSCHOW, JOANNA	36,953.91		2,160.00
<i>- Behavioral Assistant -</i>			
MILLER, ELIZABETH JEAN	14,080.22		150.00
ROSS, TAMMY	44,242.19		
<i>- Building Support -</i>			
LACOUTURE, DOROTHY	9,225.78		
ROONEY, VALERIE	10,969.78		
<i>- Certified Licensed Assistant -</i>			
HURD, PAMELA	24,056.53		4,634.00
<i>- Education Support Staff -</i>			
DALY, KATHLEEN	12,474.91		2,465.00
DIXON, JANET	17,973.82		
DOPFEL, DEVON	14,150.52		1,955.00
DRUMMEY, THERESA	6,024.16		
DUNN, LISA	6,253.51		
FERRANTI, SIF	7,496.41		
GLEESON, CARYL	19,439.73		
LEW-ENGLAND, SUZANNE	17,873.82		
MAK, AMY	17,873.82		425.00
MIXON, STEPHANIE	10,201.77		1,711.00
MUDARRI, SUSAN	17,873.82		
MUELLER, ELIZABETH	2,015.50		
O'BRIEN, NANCY	17,873.82		
ROSENBERG, DOLORES	7,518.38		382.50

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Ben-Hem School</u>			
<i>- Education Support Staff -</i>			
STOLLER, KATHLEEN	4,808.62		
TAMBINI, DIANNE	17,973.82		
WALDMAN, MERYL	17,873.82		
WATKINS, MARYLEE	17,003.44		
WILLIAMS, PATRICIA	6,485.44		
<i>- Literacy Specialists -</i>			
CHENARD, REBECCA	8,683.72		
GILMORE, MEGHAN	9,028.90		
<i>- Media Assistant -</i>			
CASEY, JACQUELYN	19,227.32		600.00
<i>- Technical Support -</i>			
MEYLER, STEPHANIE	29,118.56		
<i>- Nurse Department Head -</i>			
RUFO, KAREN	48,021.67		1,190.41
<i>- Nurse -</i>			
SINGER, BARBARA	31,224.80		75.00
STOWE-COHN, DIANE	5,124.28		
<i>- Occupational Therapist -</i>			
MASON, RENEE	1,637.55		
<i>- Physical Therapist -</i>			
DREWS, NELL	16,219.89		
<i>- Secretarial Staff -</i>			
MCAULEY, COLLEEN	30,829.45		1,340.00
DAVIDSON, PATRICIA	28,497.25		360.00
<i>- Food Service Workers -</i>			
INDRESANO, ANGELA	8,288.69		
JAMESON, JEAN	8,666.38		
<i>- Custodians -</i>			
MELLISH, CAROLYN	32,965.61	1,811.89	
MOORES, DAVID	38,118.51	8,588.89	
NAUGHTON, PETER	10,090.02	174.51	
PLANT, MARK	6,915.39	534.21	
Total Bennett Hemenway School	\$1,968,837.28	\$11,158.62	\$31,554.84

<u>Brown School</u>			
<i>- Principal -</i>			
SMALL, BERNADINE	91,127.45		
<i>- Teaching Staff -</i>			
ALBERT, MICHAEL	52,521.54		3,937.56
ANASTASIO, KATHRYN	39,962.69		1,297.77
BERNATH, NANCY	52,497.22		1,104.39
COSTELLO, PAMELA	35,984.86		
FEENEY, MAUREEN	58,918.50		170.73

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Brown School</u>			
<i>- Teaching Staff -</i>			
GAGNE, ANGELINA	47,194.76		2,084.57
GODFROY, MARTHA	49,771.50		1,848.78
HURLEY, KATHLEEN	63,522.92		792.59
LEVINE-WILSON, NANCY	67,200.06		627.83
LUKE, PATRICIA	63,522.92		1,322.16
MABB, JENNIFER	39,998.13		890.15
MARTIN, ANNA	53,021.54	125.00	2,378.93
MELCHIORRI, BEVERLY	45,246.94		321.98
MUNSON, KAREN	49,771.50		1,537.80
RISI, JENNIFER	63,522.92		222.56
ROTMAN, RACHAEL	39,574.94		457.56
SHIELDS, MELISSA	27,964.53		146.34
STEFANOWICZ, JARED	52,521.54		8,097.80
VOGEL, MICHELLE	36,953.91		1,586.00
YOUNG, DENISE	63,522.92		322.80
<i>- Building Support -</i>			
CALDERON, MARY	8,130.01		
POWNELL, JANET	13,527.65		
<i>- Student Support -</i>			
GAVELIS, CAROL	17,769.82		
LEVINE, LOUISE	5,765.44		
O'REILLY, SHEILA	17,769.82		360.00
O'SULLIVAN, CATHERINE	17,974.74		
SCAMMON, SALLY	17,214.90		
SCOTT, ANN	17,769.70		
WALKER, SUSAN	8,936.83		
WILLS, RABONNA	18,023.82		
<i>- Technical Support -</i>			
JASINSKI, SUSAN	8,638.42		
<i>- Early Riser Program Supervisor -</i>			
DUBEE, JACQUELINE	6,020.86		
<i>- Early Riser Program Instructor -</i>			
KEPPER, BONNIE	1,103.49		
LINN, HEIDI	1,647.71		
ROSS, KAREN	3,883.15		
<i>- Literacy Specialists -</i>			
NARDI, MARIE	7,889.52		
WILLIAMS, LINDA	9,006.81		
<i>- Media Assistant -</i>			
HEYDE, MICHELE	18,796.28		300.00
<i>- Nursing Staff -</i>			
WORTHINGTON, JAYNE	40,219.35		
PERISTERE, SUSAN	8,464.00		100.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Brown School			
- Secretary -			
CROSBY, CHRISTINE	30,204.48		
- Food Service Worker -			
LELACHEUR, ARLINE	9,078.39	123.02	
SOHA, BETH	2,283.66		
- Cafeteria Monitor -			
CHAPMAN, BERNICE	2,461.50		
TOCK, MARIA	622.24		
- Custodial Staff -			
GALAN, LUIS	30,370.98	1,150.78	
HILL, JAMES	38,018.51	7,457.07	
Total Brown School	\$1,455,915.37	\$8,855.87	\$29,908.30
Johnson School			
- Principal -			
BROWN, BARBARA	91,127.45		
- Assistant Principal -			
WOOD, JEFFERSON	60,832.85		148.71
- Teaching Staff -			
BEAUDOIN, MICHELLE	42,434.65		47.62
BLAKE, KRISTEN	58,273.03		1,195.00
BRUNS, AMY	66,700.06		500.00
COTTER, KAREN	58,918.50		23.81
GATTO, BENJAMIN	40,612.21		172.62
GENOVESE, DEANA	13,710.42		
JARBOE, SUSAN	27,132.57		24.39
KENNY, BRENDA	38,575.97		48.78
LUCY, KAREN	32,760.66		
SCHUH, LESLIE	39,998.13		125.00
SCOTT, ELIZABETH	36,408.05		148.81
THOMAS, MARY	42,092.14		7,096.89
- Title I Staff -			
CONAWAY, RHONDA	12,660.66		
CONNOLLY, K. LYNNELL	18,905.73		296.90
HAWES, KATHLEEN	16,870.41		
MACISAAC, KATHLEEN	17,971.33		296.90
WOLF, CYNTHIA	13,803.53		
- Building Support -			
DONAHUE, ELIZABETH	9,065.00		
- Student Support -			
ADAMS, SARAH	3,574.60		
GOSS, JUDY	17,775.60		
MOOR, DONNA	18,073.82		
RAWLINGS, CATHERINE	5,188.32		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Johnson School</u>			
- <i>Student Support</i> -			
VONDERLIETH, KATHERINE	13,966.47		
ZANCHI, MARY	12,511.42		
- <i>Technical Support</i> -			
LODI, BARBARA	8,884.83		
- <i>Media Assistant</i> -			
MANGAN, ELIZABETH	14,288.07		252.00
ROLLINS, ANNE	13,371.79		
- <i>Nurse</i> -			
DOHERTY, KRISTIN	27,676.00		3,448.81
- <i>Secretarial Staff</i> -			
DEMPSEY, KATHLEEN	21,462.06		
SLATTERY, ROBIN	29,236.41		4,144.50
- <i>Food Service Worker</i> -			
HOLMES, LISA	7,578.42		
MIRZAAGHASI, PARVANEH	6,306.91		
- <i>Cafeteria Monitor</i> -			
CUDDI, ANNA	119.40		
FITZGERALD, CHRISTINE	532.34		
GLEESON, KENDRA	850.76		
INGHAM, LAURENE	2,692.87		
- <i>Custodial Staff</i> -			
ALLEN, MICHAEL	30,370.98	1,108.64	
GILBERT, SHAWN	38,118.51	8,253.92	
Total Johnson School	\$1,011,432.93	\$9,362.56	\$17,970.74

<u>Lilja School</u>			
- <i>Principal</i> -			
CANNER, MARY	91,127.45		2,000.00
- <i>Teaching Staff</i> -			
ALTCHEK, BETHANY	51,913.95		24.39
BONAPARTE, MEGHAN	13,883.58		24.39
BOURN, KAREN	44,751.64		1,964.39
BOYLAN, MARY ELLEN	39,998.13		2,160.00
CAVICCHIO, CLELIA	65,229.70		
CHASE, KENDRA	39,786.58		1,334.39
CONNELLY, KELLI	57,749.30		48.78
CROSS, HANNAH	42,934.65		2,544.39
EGERHEI, JEAN	63,522.92		759.39
ELSER SMITH, JEANNE	37,231.36		858.78
GIANGRANDE, DIANE	52,497.22		360.00
KAHN, STEPHANIE	46,810.41		
KELLEY, JUDITH	66,700.06		485.00
MCENANEY, KRISTEN	54,748.77		478.78

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Lilja School</u>			
<i>- Teaching Staff -</i>			
NIIT, KRISTA	27,185.86		360.00
NORRMAN, CHRISTINE	52,497.22		274.39
O'BRIEN, ILSE	39,998.13		484.39
O'CONNOR, KATHLEEN	57,749.30		2,484.39
PELLETIER, ANDRE`	39,786.58		24.39
PETRIN, NANCY	52,497.22		408.78
STARR, SHOSHANAH	62,595.73		274.39
<i>- Building Support -</i>			
MACNEIL, CAROLYN	15,547.29		
SHAKESPEARE, PAULA	8,983.16		
<i>- Student Support -</i>			
ANDREWS, ANNE MARIE	3,016.00		
ELPERS, KAREN	17,872.09		
JOHNSON, JESSICA	17,002.81		1,813.50
MCSHANE, VICTORIA	6,277.52		
UBALDINO, CATHERINE	17,873.82		
<i>- Literacy Specialists -</i>			
KILLGOAR, MAUREEN	12,425.97		
TEEPE, JANE	8,819.38		
<i>- Media Assistant -</i>			
MOSS, REBECCA	18,305.66		
<i>- Nurse -</i>			
RAHN, JANICE	40,219.35		
<i>- Secretary -</i>			
AUCOIN, ELIZABETH	30,100.28		
<i>- Food Service Worker -</i>			
CHIAVARINI, RAEHEL	6,986.51		
ROCHE, CHARLOTTE	2,130.50		
<i>- Custodial Staff -</i>			
LINDSEY, GERARD	4,182.88	101.86	
REPELLA, TIMOTHY	38,118.51	11,781.91	
Total Lilja School	\$1,349,057.49	\$11,883.77	\$19,166.91

<u>Memorial School</u>			
<i>- Principal -</i>			
CROWLEY, KEVIN	60,355.24		5,000.00
MCCLOSKEY, BEVERLY	30,772.21		2,209.55
<i>- Teaching Staff -</i>			
ANDERSON, KATHLEEN	42,434.65		775.00
BAKER, DEBORAH	63,522.92		23.81
BLOOMQUIST, PAULA	64,809.22		
BOEHM, JULIA	13,797.00		24.39
DANDURAND, KRISTEN	34,139.20		125.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

Memorial School	Base Salary	Overtime	Paid Details/ Other Pay
<i>- Teaching Staff -</i>			
DIVITO, KAREN	40,682.57		24.39
DONOVAN, ANN	34,786.14		5,786.37
GETZ, ELLEN	42,058.06		125.00
GOBRON, LAURA	34,786.14		5,810.18
GROW, JORDAN	39,786.58		1,884.39
HONSA, SHARON	64,809.22		47.86
HRONES, PAMELA	42,058.06		
JOYCE, MARY	66,700.06		
KING, JULIE	36,408.05		
LARICK, DANICE	63,522.92		225.00
LYDON, MARGARET	63,522.92		125.00
MARDEN, CHRISTINA	67,603.78		
MCCULLOUGH, CATHERINE	21,198.78		
ORIEL, JENNIFER	26,152.99		
RUSSO, ELIZABETH	13,144.50		
SIDELL, POLLYANNA	15,154.57		360.00
SNYDER, ROBYN	51,559.71		48.78
STAMAS, SUZAN	63,522.92		24.39
STAREK, ANNE	53,560.14		125.00
SULLIVAN, CAROLYN	34,922.25		
WELLS, PATRICIA	41,467.70		4,715.89
<i>- Building Support -</i>			
DELLORFON, DOREEN	6,025.25		
MCCABE, JEANNE	4,051.99		
MCDERMOTT, ROSE	9,657.89		
<i>- Student Support -</i>			
HURLEY, SALLY	17,873.82		
MAHONEY, SUSAN	17,823.82		
ROURKE, CAROL	17,973.82		773.50
SAVILONIS, MARSHA	17,973.82		
<i>- Literacy Specialists -</i>			
CARTER, VIOLA	6,339.27		
SMALL, CYNTHIA	1,118.70		
TAYLOR, ADRIENNE	6,372.84		
<i>- Technical Support -</i>			
KLEIN, MAXINE	17,824.71		
<i>- Media Assistant -</i>			
YOUNG, MARIA	19,027.32		
<i>- Nurse -</i>			
BEATTY, SUSANNE	40,219.35		
<i>- Occupational Therapist -</i>			
LOVE, LAUREN	47,184.62		120.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Memorial School</u>			
- Secretaries -			
COHEN, DONNA	30,664.29	112.79	
HARDY, NANCY	1,900.99		0.00
- Food Service Cook Supervisor -			
FORAN, ROSEANN	16,913.86	336.57	
- Food Service Workers -			
MURPHY, EILEEN	8,654.00	140.59	
MURRAY, ROBIN	7,527.10		
YOUNG, SUZANNE	5,556.65		
- Custodial Staff -			
CRUZ, JUAN	33,824.19	3,986.11	
HARVEY, EDWARD	38,118.51	7,265.88	
Total Memorial School	\$1,599,865.31	\$11,841.94	\$28,353.50
<u>Kennedy Middle School</u>			
- Principal -			
ST GEORGE, KRISTEN	92,563.75		
- Vice Principal -			
PARGA, ROBERT	81,281.94		
- Department Head -			
BISHOP, HEATHER	69,289.52		1,575.00
MANNA, M. PETER	66,806.79		2,841.00
- Teaching Staff -			
BERNASCONI, DIANNE	23,559.42		
BRAVERMAN, MICHAEL	44,751.64		6,219.00
BREEN, MARY	42,509.87		8,142.20
BRENNEMAN, ELLEN	61,964.89		400.00
BROWN, JAMES	64,647.51		100.00
BROWN, KAREN	12,463.92		100.00
BUCKLEY, JOHN	42,588.32		6,642.66
CORMIER, JESSICA	44,858.34		
COTTER-LEMOINE, MARY	45,251.64		700.00
COTTER, KEVIN	63,745.13		4,053.46
COTTON, KENNETH	37,319.35		
CURRAN, SHEILA	57,231.66		
DROLET, RICHARD	42,558.06		2,406.00
FARMELANT, GERALD	39,302.24		7,155.40
FOREST, CHRISTOPHER	63,773.29		3,209.00
GOLDBERG, BETH	48,697.03		271.43
GOLDMAN, LISA	13,797.00		350.00
GRIFFIN, DONALD	47,196.23		4,899.64
KAPLAN, TODD	13,339.92		3,741.00
KITTLER, NATHAN	44,101.53		5,511.00
LEMON, SANDRA	60,774.61		3,078.46

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Kennedy Middle School</u>			
<i>- Teaching Staff -</i>			
LOUNSBURY, MARA	39,786.82		
LOYND, THEODORE	15,905.07		
MAGUIRE, KAREN	58,607.01		250.00
MAHANEY, ANN	65,851.66		422.56
MARINO, KELLY	18,893.79		
MARTINEZ, HELEN	4,805.08		
MASON, MICHELLE	40,612.21		952.00
MASSAR, JANICE	63,147.12		1,616.34
MCCANN, MICHELLE	12,463.92		100.00
MITTELMAN MURPHY, SHARON	37,698.65		582.62
MULTER, ALICIA	23,809.41		
NASH, SUSAN	58,781.59		24.39
NORTON, MARIE	62,709.92		300.00
O'CONNOR, HERBERT	4,805.08		
PETRONE, DONALD	68,259.83		48.68
QUILTY, JANE	66,700.06		150.00
ROSS, LORI	45,246.94		931.66
SALTZBERG, MARILYN	58,249.30		150.00
SIMON, SARAH	24,258.92		
SINCLAIR, CHAD	24,126.42		
SMITH, JENNIFER	26,152.99		
STEFANINI, THOMAS	42,884.62		300.00
STEMPLESKI, CAITLIN	12,463.92		250.00
STONE, JEFFREY	40,767.54		273.81
TARANTO, MARLENE	65,022.92		1,548.78
WHALL, MARINA	35,897.92		23.81
<i>- Student Support -</i>			
FERGUSON, IRENE	16,982.98		
GILLIS, MARILYN	18,122.04		
ROLLINS, ANDREW	18,234.07		6,460.71
<i>- Title I Staff -</i>			
CROWLEY-BECHTEL, SUSAN	6,278.18		
KENNY, MARY	13,626.40		400.00
MARCULITIS, TERRI	11,828.42		
SIRULL, MARSHA	4,820.33		
<i>- Academic Liaison -</i>			
LEVY, BARBARA	33,311.74	27.83	
<i>- Media Assistant -</i>			
CULKIN, CONSTANCE	8,361.26		
ROTKIEWICZ, KATHERINE	23,983.24		
<i>- Nurse -</i>			
FREEMAN, ANNE	44,462.28		
<i>- Secretarial Staff -</i>			
LINTON, SANDRA	38,773.92		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Kennedy Middle School			
<i>- Secretarial Staff -</i>			
MACGREGOR, JOYCE	29,674.13		
<i>- Food Service Cook Supervisor -</i>			
MONTAGNA, ELEANOR	21,456.03		
<i>- Food Service Workers -</i>			
AMBROSINO, JAMES	6,404.88		
DEPRATTI, JEAN	6,552.25		
HARROW, CHARLENE	6,313.74		
WONG, BETTY	1,342.36		
<i>- Custodial Staff -</i>			
BASTIEN, JEFFREY	30,370.98	3,657.63	
FAMANIA, CARLOS	33,958.76	6,610.68	
MARSHALL, MICHAEL	21,441.99	52.57	
STICKA, DANIEL	38,118.51	17,489.02	
Total Kennedy Middle School	\$2,676,700.80	\$27,837.73	\$76,180.61
Wilson Middle School			
<i>- Principal -</i>			
EVANS, RUTH	94,919.09		
<i>- Vice Principal -</i>			
MACONE, ROBERT	82,927.86		
NOLIN, ANNA	67,083.24		350.00
<i>- Department Head -</i>			
COLEMAN, JUDITH	66,041.21		3,815.44
WALKER, DAVID	69,289.52		4,723.00
<i>- Teaching Staff -</i>			
BICKELMAN, JUDITH	65,309.22		1,713.93
BLANKESPOOR, LISA	35,995.91		0.24
BRESNICK, DEBORAH	67,682.29		535.00
CARNEY, NIALL	13,797.00		375.00
COHEN, PAULA	16,089.08		375.00
DEMING, KAREN	39,786.58		300.00
DICKEY, SHAUNA	40,028.86		1,235.00
DONOHUE, RAYMOND	39,998.13		300.00
DOPFEL, LINDA	64,005.15		305.00
DOYLE, KENNETH	45,391.58		5,008.00
DUBBS, ANDREA	53,503.77		150.00
EATON, MATTHEW	12,463.92		
FLEMING, JANET	38,362.44		100.00
GALVANI, ANN	63,522.92		
GOULD, KRISTY	17,519.58		
GREEN, ELIZABETH	68,382.29		1,568.10
HAGAN, TINA	31,345.74		1,070.00
HANLON, WENDY	37,698.65		90.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Wilson Middle School</u>			
<i>- Teaching Staff -</i>			
HAWRYLCHAK, AMY	43,292.36		802.00
HEIDEN, ELIZABETH	44,751.64		173.81
HEIDEN, MICHAEL	41,167.22		142.86
HEILPERN, ANDREW	31,923.85		
HENDERSON, KENNETH	66,976.10		24.39
HOUSTON, STEVEN	13,797.00		250.00
JACOBI, CHRISTOPHER	12,463.92		128.16
JOFFE, KATHLEEN	68,987.69		
JOHNSON, SUZANNE	22,398.01		16,330.00
KATTANY, KATHLEEN	57,749.30		6,915.00
KENNEDY, TAMARA	39,574.94		750.00
LOVELY, KENNETH	12,723.57		
MALLOY, ANN-MARGARET	57,251.73		1,014.00
MCCLAIN, MAUREEN	66,976.10		90.00
MCDONOUGH, KIRSTEN	42,665.39		150.00
MCGINTY, MARYANN	44,751.64		90.00
MEHAL, DIANE	66,976.10		23.81
MIKAELIAN, LOUISE	66,700.06		
MILLER, MATTHEW	39,786.58		407.62
MOONEY, DAVID	15,239.07		
MORETZ, HEATHER	44,636.13		
MULHOLLAND, BEVERLY	53,219.43		1,323.00
O'NEILL, SUZANNE	13,970.07		
PAPPAS, MARY	13,970.07		
RANDALL, MARY LOU	64,376.80		802.00
RASKIN, SUZANNE	26,028.06		825.81
REULBACH, LYNN	17,250.90		
ROWAN, JOHN	42,092.14		11,280.65
ROWAN, PATRICIA	68,697.31		
RYLKO, W.RUSSELL	34,786.14		5,786.37
SANBORN, RONALD	40,204.97		1,651.79
SCAFATI, JULIE	25,777.94		
SCHILL, RUTHANNE	64,022.92		
SLETZINGER, JUDITH	46,677.52		
SMITH, AMANDA	36,196.50		62.52
SOKOL, KIRSTIN	63,765.20		635.00
SOUZA, PETER	57,749.30		2,657.00
VONEUW, JAMES	41,467.70		220.87
WATTS, JEANNE	57,749.30		638.20
WILLIAMSON, ROBERT	58,918.50		
<i>- Building Support -</i>			
DUNN, LAUREL	9,256.87		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Wilson Middle School</u>			
<i>- Student Support -</i>			
JAMIESON, CATHERINE	17,003.44		
GHODRAT, SEDI	17,003.44		
FONTES, ELAINE	20,567.28		
DILLON, MICHELE	17,769.82		
PREBENSEN, DEBORAH	17,873.82		
FLAHERTY, JOANNE	17,873.65		
ROBBINS, ELIZABETH	21,310.52	526.27	3,886.20
TORRES-MOURSI, MARIA	23,014.59	3,030.03	217.35
CAIN, KAREN	17,873.82		
ZIRLEN, BARBARA	17,873.82		1,736.13
<i>- Title I Staff -</i>			
ALDERMAN, PETER	13,924.73		
BURNHAM, DONALD	11,754.29		5,884.68
KING, ALLISON	11,866.68		
LEVY, SUSAN	12,568.05		
<i>- Media Assistant -</i>			
POLANSKY, ELAINE	19,177.32		
FITZPATRICK, COLLEEN	15,248.79		
<i>- Nursing Staff -</i>			
O'LEARY, JOANNE	20,000.77		
FISCHER, ANNE	44,242.36		
<i>- Secretarial Staff -</i>			
ROBIDOUX, PAMELA	38,783.83		
MAILLET, ELLEN	28,368.12		
MORAN, JEAN	10,275.38		
<i>- Food Service Cook Supervisor -</i>			
ZONGHI, MARIE	21,690.74	181.49	
<i>- Food Service Workers -</i>			
JOHNSON, ANNA	8,498.37		
LAROSA, BARBARA	8,418.46		
ZULLO, MARY	7,947.07		23.81
BOUDREAU, DELPHINE	9,266.36		
DRISKO, RITA	8,687.22		
<i>- Custodial Staff -</i>			
CARRIGG, THOMAS	28,376.31	2,871.14	
CHAPSKI, LAWRENCE	30,370.98	4,161.66	
HALL, RYAN	29,439.95	2,390.56	
LAROSA, LEONARD	33,958.76	2,603.22	
LAVEZZO, JAMES	40,767.58	14,868.20	118.50
Total Wilson Middle School	\$3,509,906.39	\$30,632.57	\$87,055.24

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Natick High School</u>			
- Principal -			
HUGHES, JOHN	101,881.52		
- Vice Principal -			
BERTUCCI, ROSE	81,287.92		
GALVIN, ZACHARY	76,940.10		4,296.00
- Director of Athletics -			
LAMB, THOMAS	75,983.18		9,608.00
- Director Media & Technology -			
KANE, BARBARA	72,753.78		1,395.00
- Director of Metco -			
PEARSON, ALEXANDRIA	56,582.73		
- Director Physical Education -			
BUSCHENFELDT, KIRK	68,938.56		4,510.00
- Department Head -			
ASTILL, K. JOHN	71,612.16		1,250.00
BATES, CARL	74,273.24		1,822.59
BROWNE, KATHLEEN	72,955.86		1,805.96
CARNEY, MAUREEN	63,865.94		
CONNOR, EDWARD	63,743.64		2,090.42
- Teaching Staff -			
ALLISON, EILEEN	40,612.21		141.82
ANNIBALLI, ROBERT	46,872.79		7,367.35
ASH, GERALD	35,477.65		16,120.72
BARBOSA, PAULA	52,521.54		814.14
BILLETT, KIMBERLY	52,497.22		
BLACKBURN, WINSTON	36,196.50		
BRADFORD, JOEL	47,194.76		750.00
BRENNEMAN, MATTHEW	35,984.86		14,733.04
BURNELL, ALYSE	36,953.91		368.29
CAMIEL, SUSAN	64,022.92		1,810.81
CARADONNA, MARIE	57,820.73		1,152.00
CHASE, DEBORAH	63,522.92		
CHEVERIE, CARYN	33,627.75		47.62
CHUTE, MICHAEL	36,408.05		23.81
CICE, JOHN	19,673.64		0.00
COLLINS, TIMOTHY	44,751.64		0.00
COTTER, RICHARD	70,375.78		
CROHAN, CYNTHIA	47,194.76		4,620.25
CRUMP, MARGARET	63,522.92		
CURRAN, MARTHA	65,205.15		2,555.00
DARRAGH, KARI-ANN	39,574.94		500.00
DIFRANCESCA, NEIL	14,459.22		
DISALVO, HOLLY	35,984.86		323.81
DONNELLY, JOANNA	38,268.63		850.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Natick High School</u>			
<i>- Teaching Staff -</i>			
DOYLE, JOHN	44,446.25		2,807.67
DRISCOLL, DENNIS	63,522.92		15,593.92
GANONG, JOANN	63,522.92		
GECKLE, RICHARD	69,875.54		4,813.00
GLOYD, KAREN	63,522.92		
GOODWIN, LAUREN	4,253.04		
GRADY, ELIZABETH	63,522.92		802.00
HAGEMEISTER, MARGARET	63,522.92		10,124.62
HANNA, JOSHUA	36,953.91		8,110.69
HARMON, PAUL	36,408.05		723.81
HARRIS, BRUCE	57,749.30		0.00
HAVERSTICK, SUSAN	36,408.05		1,078.86
HINNENKAMP, DANIEL	41,996.90		1,836.00
HOPEWELL, CLAUDIA	36,047.55		
HUGHES, ANNA	28,670.35		2,822.00
HUGHEY, LISA	28,686.88		100.00
JEKANOSKI, ROBERT	61,480.24		
KARETSKIY, ALEKSANDR	54,795.78		
KARNA, ANU	46,359.49		1,827.81
LABOSSIERE, MARILYN	63,601.51		
LANGLEY, DIANNE	60,408.46		600.00
LARKIN, VERA	41,467.70		2,578.00
LEBLANC, PAMELA	44,664.03		3,476.00
LEVY, JONATHAN	13,970.07		
LINSKY, JAMES	53,044.15		1,604.00
LIPKA BURK, KRISTIE	11,601.72		1,337.00
MANDELL, ELLEN	44,041.71		98.16
MARTINO, ANGELA	12,463.92		
MAURER, JOANNE	58,419.96		7,480.95
MAY, ELIZABETH	36,953.91		1,993.81
MCCOLLUM, KIMBERLY	13,970.07		
MCDADE, MARIE	64,809.22		2,795.00
MCLAUGHLIN, MARCELLA	42,092.14		7,001.65
MCNALLY, MAUREEN	57,749.30		1,604.00
MEI, ROBERT	57,749.30		2,698.39
MENDEZ, LUIS	12,463.92		
MUSANTE, MARNIE	54,410.82		3,217.82
NAPIER, HELEN	40,612.21		1,250.00
O'HEARN, JEANNE	31,622.16		3,209.00
O'KEEFE, HELEN	58,249.30		
PATCH, DEBRA	47,194.76		7,160.02
PERCHESKI, JOANNE	61,980.24		1,030.00
PLACHY, LINDA	51,918.58		1,604.00
PLUMER, ELIZABETH	48,290.97		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Natick High School</u>			
<i>- Teaching Staff -</i>			
ROBERSON, MARJORIE	50,809.76		2,566.11
RUGGABER, ALESE	57,749.30		1,070.00
SCOTT, DOUGLAS	39,574.94		5,156.00
SHUGRUE, KELLE	27,711.08		
SIMMS, JANICE	63,522.92		1,200.00
SMITH, ANSON	26,152.99		23.81
STEVENS, NATASHA	36,999.76		2,674.00
TADDEO, ARTHUR	64,809.22		11,921.42
TAVARES, KELLY	15,248.79		
TAYLOR, CINDY	13,728.76		
TIGGES, DOMENICA	42,904.46		1,718.16
TRUBIANO, DENISE	36,953.91		4,630.10
VIDOT, JOSE	8,401.90		
WALLESTON, LARA	23,299.35		142.86
WARD, ELIZABETH	44,751.88		
WARD, JENNIFER	64,030.87		
WEBB, JENNIFER	42,676.67		24.29
WEBER, LINDA	63,522.92		600.00
WONG, JULIE	36,196.50		23.81
<i>- Building Support -</i>			
D'ANTONIO, JUDITH	23,488.97		3,476.00
PRESUTTI, WILLIAM	25,443.90		4,197.00
<i>- Student Support -</i>			
BELL, CAROLE	30,969.34		150.00
DEMPSEY, MICHAEL	17,863.91	1,213.63	145.88
FORTINI, KATHLEEN	18,207.58		986.00
GRUNES, ELISSA	19,078.82		1,494.98
LOCHIATTO, LORNA	19,451.33		150.00
LOMBARDI, DAVID	7,209.15		5,936.16
MARCUS, JOLENE	18,397.33		
MOLONEY, BRIAN	10,072.78		2,722.00
MORAN, MARGARET	22,579.92	3,502.11	
PISANO, CAROL	19,044.91		127.98
REBULA, NANCY	13,794.43		
ROGERS, MATTHEW	16,583.24		
SMITH, EDWARD	2,194.02		4,951.76
TRAYERS, LISA	18,716.89		300.00
YAGER, JONNA	14,370.87		150.00
<i>- Media Assistant -</i>			
CONNOLLY, JANE	63,522.92		1,420.00
GRASFIELD, SANDRA	41,467.70		6,520.29
MERULLO, NANCY	21,803.04		300.00
SALVI, JUDITH	21,853.04		
TAYLOR, ANDREA	41,467.70		3,335.66

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Natick High School</u>			
- <i>Early Childhood Instructor</i> -			
MORSE, JEAN	2,010.06		
PIERCE, ERICA-LEE	1,800.89		
- <i>Network Manager</i> -			
KANE, JONATHAN	52,289.24		
- <i>Technical Support Coordinator</i> -			
O'BRIEN, MICHAEL	33,243.67		
RODDY, KATHRYN	1,698.31		
- <i>Technical Support</i> -			
CANTIN, ANNE	17,769.82		672.50
NAVARRO, NANCY	18,716.89		
POWELL, RICHARD	18,956.89		
TUDRICK, BONNIE	18,654.51		4,311.98
- <i>Technician</i> -			
BECKWITH, TODD	26,113.64		
- <i>A-V Support</i> -			
PICARD CRAIG, MARIE	6,830.58		
- <i>Academic Liaison</i> -			
STANLEY, CHERYL	21,674.67		
- <i>Nurse</i> -			
VERMOUTH, MARY	40,219.35		
- <i>Secretarial Staff</i> -			
BLEAKNEY-HICKS, YVONNE	28,497.25		300.00
CACCAVELLI, ROBIN	27,286.36		2,578.00
DIRIENZO, SUZANNE	39,073.92		250.00
JOHNSON, MARY	30,389.15		300.00
MAURO, JANET	36,458.22	234.30	
SANDOW, JOANNE	36,458.22		
SCHNEEKLOTH, MARY	38,973.92	456.21	
SLATTERY, DONNA	34,025.67		
SPENCER, LISA	30,532.65		160.00
VANTASSEL, ALVA	38,873.92	675.78	
WHITE, JAMES	205.02		
- <i>Detention Supervisor</i> -			
DEELEY, EDWARD	1,722.61		
- <i>Food Service Manager</i> -			
JENCUNAS, ANN	24,043.30	2,371.03	
- <i>Food Service Cook Baker</i> -			
DAIGLE, LAURIE	15,998.54	20.09	
INGLEBY, MARY	4,111.45		
MARSO, KAREN	16,845.29	229.37	
- <i>Food Service Workers</i> -			
ARTHUR, AUDREY	10,176.53	226.39	14.41
CARTER, SANDRA	16,801.80	1,099.55	
FOURNIER, GERALDINE	6,991.59		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Natick High School</u>			
<i>- Food Service Workers -</i>			
MACLEOD, PATRICIA	2,026.97		
MAUDE, EMILY	6,948.67		
SLAUTA, MARTHA	8,563.10	16.42	
STICKA, KAREN	8,318.59		
SUTHERLAND, JOSEPHINE	15,689.45	850.66	
<i>- Custodial Staff -</i>			
ASSENCOA, WALTER	34,478.76	3,836.02	
CALDERON, ISMAEL	5,255.70	409.74	
FAMANIA, GILBERTO	29,959.95	5,097.95	
FOWLER, CHRIS	9,294.28	31.12	
GILBERT, CHRIS	34,925.16	7,947.04	
HARRIS, ROBERT	34,478.76	6,182.57	
HENDERSON, PETER	41,275.98	3,466.41	
LUBINSKI, ROBERT	33,178.76	9,180.21	
RAMALHO, JOHN	33,178.76	4,946.28	
RODRIGUES, DAVID	28,785.71	5,260.32	
VALLE, ROBERT	41,075.75	25,092.28	
ZICKO, JOHN	34,678.76	49.83	
<i>- Maintenance Staff -</i>			
GRAHAM, JAMES	40,008.04	684.17	
JOHNSON, RONALD	28,309.02	1,466.63	
LALIBERTE, YVES	40,361.64	552.56	
MANN, ARTHUR	36,002.40		
WEBB, JAMES	45,976.23	421.38	
Total Natick High School	\$6,481,882.18	\$85,520.05	\$257,035.97

<u>Elementary Specialists</u>			
<i>- Teaching Staff -</i>			
BRINK, REBECCA	16,744.84		
DOWLING, EMILY	66,700.06		
FURST, KATHARINE	57,749.30		1,440.00
HORTON, ANN	52,497.22		
HUGHES, VALERIE	52,497.22		
INSALACO, ANNE-MARIE	57,749.30		
JODICE, MARK	52,497.22		
KILEY, TODD	47,194.76		3,641.00
LENK, ALLISON	20,783.07		350.00
MCCABE, DONNA	53,560.14		
MCGEE, GERALD	13,097.80		
O'BRIEN-SMITH, LISA	42,434.65		1,225.00
PEELLE, JILL	23,684.48		
PESTANA, LAURA	52,497.22		
RICE, THOMAS	12,723.57		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Elementary Specialists			
<i>- Teaching Staff -</i>			
RYAN, KATHLEEN	43,541.71		986.33
SERGI, JOAN	50,881.18		120.00
VANTASSEL, NANCY	63,522.92		
WEAVER, JANE	43,524.16		
WHEELER, LAURA	45,246.94		
Total Elementary Specialists	\$869,127.76	\$0.00	\$7,762.33
Pupil Personnel Services			
<i>- Department Head -</i>			
BELL, WILLIAM	45,232.12		10,311.20
BRENNEMAN, THOMAS	67,625.29		7,180.66
<i>- Evaluation Team Chair -</i>			
COHEN, DEBRA	49,464.61		
CORSCADDEN, HELEN	51,628.75		2,159.61
KLASNICK, STACEY	62,977.35		7,899.71
KROL, DEBORAH	52,786.54		
<i>- North Star Program Coordinator -</i>			
LAUZON, JOHN	70,244.13		1,211.61
<i>- Psychologist -</i>			
CYMROT, DONNA	63,522.92		98.06
JACOB, AMELIA	19,604.64		
MALY, KATHERINE	38,113.78		
O'BRIEN, MEGHAN	15,168.15		150.00
POMPER, TERRY	34,937.86		
RAMIREZ-PLATT, CHRISTINA	38,581.92		
ROSENBERG, MARILYN	38,113.78		
SCHAEFFER, JANET	38,113.78		
TOBIN-COOK, LISA	47,177.52		120.00
VODVARKA, JANET	33,814.50		9,610.67
<i>- Social Workers -</i>			
BEARMAN, BRETT	48,172.40		
CUSTER, DEAN	40,725.25		1,604.00
LEVIN, ANDREA	62,353.35		
NICHOLS, NANCY	63,765.20		535.00
WALLS, BRYANT	14,459.22		150.00
ZIEGLER, ANNETTE	57,857.81		150.00
<i>- Special Needs Teaching Staff -</i>			
ANDERSEN, JEANNE	75,022.05		
ANDERSON, ANN	37,708.56		
BORGER, JULIA	5,120.57		
BRENNEMAN, JENNIFER	13,797.00		150.00
BRESNICK, DONNA	63,697.96		
BRITTON, MARYANN	17,689.14		150.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Pupil Personnel Services</u>			
<i>- Special Needs Teaching Staff -</i>			
BROWN, LOIS	62,709.92		
BURSK, DAWN	15,341.22		150.00
CAREY, MARY	63,522.92		2,674.00
CARROLL, CATHERINE	17,214.41		150.00
CHAMBERLAIN, BRIAN	26,152.99		
CHIN, PAULA	63,873.00		
CHRISTMAS, MELISSA	24,720.66		
COHEN, ALICIA	55,595.68		1,205.00
CRAWFORD, DARLENE	57,749.30		200.00
CUIFFO, MILLY	67,067.65		
DA LAN, GINA	47,180.83		1,298.00
DANIELSON, ANN	34,649.58		
DEGEORGE, SALLY	20,540.97		
DELUCA, GINA	23,360.21		47.62
DICKERSON, JOEL	39,667.78		150.00
DONAHUE, ELLEN	63,522.92		98.06
DOYLE, DIANE	25,285.92		150.00
FENNELLY, KAREN	62,709.92		
FRANCIOSE, JAMES	55,892.03		
FRISWELL, SHEILA	59,014.02		
GAFUR, MARK	45,246.94		1,306.20
GATTI, LYNETTE	47,194.76		48.78
GENTILE, KATIE	42,934.65		6,876.88
GREELEY, HELEN	49,733.12		535.00
GRIMES, MICHAEL	16,298.03		293.75
HABIB, JOAN	17,039.45		150.00
HAITIS, PAUL	18,805.72		
HARKINS, EDYTHE	39,998.13		
HARRINGTON, KATE	13,710.42		150.00
HILL, JAMES	63,522.92		2,407.00
HOLMES, DIANE	53,481.87		425.00
KADISH, SAMUEL	13,144.50		150.00
KELLEY, JEAN	63,522.92		
KINKEAD, MARYBETH	27,397.80		
KUHLMAN-HUSSEY, DEBORAH	50,818.24		0.00
LAMBERT, KIMBERLY	47,194.76		1,647.95
LEVIN, JUDITH	31,537.05		6,795.69
LINTON, BRIAN	36,953.91		5,743.00
LIPTAK, KAREN	17,689.14		150.00
LUTFY, HEATHER	52,521.54		1,740.00
MALAGODI, NICOLE	39,574.94		
MCCARTHY, JANE	55,095.68		
MCFARLAND, JOSEPH	49,771.50		850.00
MIKAELIAN, NEVART	44,993.68		360.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Pupil Personnel Services</u>			
<i>- Special Needs Teaching Staff -</i>			
MILCH, KAREN	27,185.86		
MORTARELLI, MARK	42,434.65		10,159.70
NEWMAN, ALEC	13,710.42		150.00
NICHOLSON, STEFANIE	31,354.96		
PIERCE, KATHY	42,434.65		23.81
PITTMAN, SUSAN	39,786.58		150.00
PRICE, CLAUDIA	34,649.58		
QUEENIN, CAITLYN	25,903.00		
ROSSI, JENNIFER	40,422.08		0.48
SCAGLIARINI, CARIE	27,185.86		535.00
SCAMPINI, ROSE	55,892.03		390.00
SHARP, ANGELA	18,227.07		150.00
SMARDON, JENNIFER	26,152.99		23.81
STOTT, LOREN	18,893.79		293.75
SULLIVAN, MARYELLEN	12,135.61		
SZOLOMAYER, CHERYL	36,196.50		
THOMPSON, BERNICE	25,903.00		23.81
TOOMEY, PAULA	16,959.15		
WALTUCK, MELISSA	13,883.58		150.00
WEBB, MAUREEN	63,522.92		
WHITE, JENNIFER	39,566.21		
<i>- Speech Therapist -</i>			
BIRD, LYNN	66,700.06		
BRUNDIGE, SARAH	43,524.16		
COLONNA, SAPNA	44,636.13		2,134.00
HILLEY, MICHELE	49,225.71		48.78
PARKER, JENNIFER	38,113.78		
RONAN, GAIL	63,522.92		
SHIPOS, KATHLEEN	23,142.06		
Total Pupil Personnel Services	\$4,072,695.06	\$0.00	\$91,465.59
<u>Guidance Services</u>			
<i>- Guidance Counsellors -</i>			
ANANIAN, JOYCE	66,758.61		
BOUDREAU, MARGARET	64,923.24		1,067.50
BRAUNINGER, JOANNE	45,853.68		
CONESA, ISABEL	40,865.46		
DALTON-THOMAS, KAREN	59,022.34		150.00
FLEMING, CHERYL	26,850.86		
GREANEY, EILEEN	65,101.80		
HJORTH, LORRIE	39,786.58		
MARMOREK, KATHLEEN	42,172.00		6,453.04
MEISNER, MARIA	8,748.72		150.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>Guidance Services</u>			
<i>- Guidance Counsellors -</i>			
MILLER, RONALD	69,730.19		5,000.00
MOLLOY, ELISE	30,018.80		242.14
O'NEILL, MAUREEN	68,013.45		
PANCHUCK, MICHAEL	66,209.54		500.00
PARSONS, JANICE	72,239.23		
POISSANT, KERI	45,853.68		
STROTHER, MATTHEW	43,352.69		7,241.96
Total Guidance Services	\$855,500.87	\$0.00	\$20,804.64
<u>Long Term Substitutes</u>			
<i>- Long Term Kindergarten Staff -</i>			
ANDERSON, CAROL	23,004.00		
BELSLEY, KAREN	9,853.00		
COLLINS, DEBORAH	14,945.00		
DONAHUE, BRIDGET	4,556.00		
FRUTKOFF, CAROL	23,658.00		
FRY, KARLENE	9,384.00		
GEORGE, LELANA	6,924.60		
HOOKWAY, CAROL	12,726.79		
KAMINSKY, SUSAN	23,386.00		
MARCUS, LAUREN	20,045.66		2,450.00
MCCALL, KATHLEEN	23,387.00		
MERRIFIELD, ALISA	14,278.00		
PATEL, SHILPA	14,945.00		
RAPHAEL, STEPHANIE	7,616.00		
TORCASIO, MARISA	7,480.00		
<i>- Long Term Teaching Staff -</i>			
BERRY, VICKIE	8,632.00		360.00
BOTTIGLIERI, MARINA	4,612.00		
FARQUHARSON, Nanci	14,698.00		30.00
GOYETTE, SANDRA	14,945.00		
NORTHUP, ANN	1,496.00		
POIRIER, BETHANY	680.00		
RIGGLE, KRISTEN	2,227.00		
SHRIBER, CAROL	272.00		
THURLOW, KAITLIN	6,127.00		
Total Long Term Substitutes	\$269,878.05	\$0.00	\$2,840.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>All Other Personnel</u>			
- <i>Building Support</i> -			
CONAWAY, CARLTON	11,783.15	789.60	2,473.50
- <i>Cafeteria Monitors</i> -			
DEWOLFE, DEBORAH	781.34		
GAW, KAREN	856.70		
GENTRY, CHRISTINE	14.93		
IKEN, DEBORAH	62.19		
NATARELLI, MEEGAN	24.84		
- <i>Clerical Workers</i> -			
ASH, STELLA	3,868.63		
BLOOD, LINDA	1,995.12		
CROWLEY, TARA	1,800.81		
GERSHKOWITZ, BARBARA	418.03		
HALL, JANICE	1,560.00		
HOOLEY, NANCY	1,599.74		360.00
MAHONEY, BARBARA	572.13		
MOORES, CAROL	7,640.17		
SCURLOCK, PATRICIA	1,510.75		
SHRESTHA, SAVITA	1,595.73		
TOGNACCI, LAURA	13,526.30		
VANTASSEL, KATE	84.15		
WIRKALA, JENNIFER	3,625.08		
- <i>Coaching Staff</i> -			
BRACKETT, KENNETH	9,316.10		
BROWN, JOHN	10,622.00		
BRUNO, FRANCO	531.10		
CHAISSON, DANIELLE	5,311.00		
DONNELLY, SARAH	5,348.00		
DROZD, VIRGINIA	3,731.00		
DUTTON, JENNIFER	3,731.00		946.66
GREIN, JAMES	3,859.46		
HAMEL, DAVID	3,506.08		
HENDERSON, JESSICA	3,145.16		
LAGGIS, KRISTEN	3,641.00		
LAVIN, ROBERT	5,311.00		
LUSSIER, DANIEL	300.00		
O'BRIEN, LYNNE	2,578.00		
PAPADELLIS, LOUIS	5,973.10		
POSSON, STACIA	3,641.00		
POWER, PAUL	7,826.12		
ROGERS, GREGORY	4,369.20		
SAVILONIS, ASHLEY	2,123.00		
SLATTERY, RICHARD	2,242.00		
STANLEY, KENNETH	3,641.00		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>All Other Personnel</u>			
<i>- Coaching Staff -</i>			
TULLGREN III, DAVID	5,311.00		
WHITFIELD, WILLIAM	3,641.00		
WILKINS, LISA	5,442.00		
WILLIAMS, STEPHEN	2,641.00		
WINSTON, STANLEY	3,926.00		
ZALL, WILLIAM	5,311.00		
<i>- Custodians -</i>			
BEADES, PATRICIA	1,004.40		
COOPER, RICHARD	9,694.51	559.26	
MORAN, JOHN	29,342.89	2,588.63	
PEARSON, GREGORY	22,848.79	1,846.56	
TOWNE, GEORGE	11,163.89	1,187.82	570.74
<i>- Maintenance Workers -</i>			
ALBERGHINI, JOSEPH	2,990.12		
BOUDREAU, KYLE	4,225.80		
COLOMBA, LUIS	3,007.69		
CRANDALL, ARTHUR	2,911.02		
CROWLEY, RYAN	3,016.25		
D'AGOSTINO, MARK	2,586.19		
D'AGOSTINO, PETER	3,280.96		
HLADICK, SEAN	2,725.77		
HUGHES, KEVIN	2,873.40		
MELCHIORRI, MICHAEL	2,506.66		
NELSON, DAVID	1,920.85		
PETTENGILL, JEFFREY	1,968.96		
STICKA, WILLIAM	3,154.37		
TIGHE, DANIEL	555.61		
WEBB, DANA	2,983.96		
WHITE, RYAN	2,805.76		
WRIGHT, CHAPIN	2,361.63		
<i>- Detention Supervisor -</i>			
HERNANDEZ, SUSAN	1,702.15		
<i>- Food Service Workers -</i>			
GHETTI, CYNTHIA	514.14		
KERN, VANESSA	9,812.51	665.15	
LUDWIG, KATHLEEN	967.93		
OTTON, MARIANNE	200.08		
SHINE, JENNIE	2,477.10		
WILLIAMS, MARYELLEN	5,736.78		
<i>- Accompanist -</i>			
RAITHEL, JANE	4,455.00		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>All Other Personnel</u>			
<i>- Instrumental Music Instructors -</i>			
ACKERMAN, RONALD	1,820.00		
ANNECCHINO, LOUIS	13,340.00		
CAGNON, ROGER	4,160.00		
CASANO, JOSEPH	15,820.00		
CASANO, MICHAEL	16,410.00		
FRYE, MICHELE	12,910.00		
HOUSTON, BRUCE	49,651.71		5,250.00
KAYE, RONALD	12,260.00		
PEELLE, JONATHAN	4,280.00		
SAVLUK, GARRET	16,050.00		
SILVERSTEIN, STEVEN	17,435.00		
TARANTO, RAMON	35,230.00		
TOKARCZYK, WALTER	65.00		
URBANI, ANGELO	29,640.00		
<i>- Literacy Specialists -</i>			
AILINGER, ELIZABETH	7,214.36		
<i>- Media Assistant -</i>			
MITCHELL, JUDITH	11,519.32		1,901.52
ROSE, BARBARA	11,519.32		1,153.36
<i>- Substitute Coordinator -</i>			
BARBATO, GAIL	15,024.00		
<i>- Permenant Substitute Teacher -</i>			
BRODY, KAREN	13,383.88		
COOPER, LINDA	15,601.00		
DUNNIGAN, JOHN	6,188.00		
EBELING, ALLAN	21,587.00		1,900.26
EVANS, MICHELLE	10,083.00		
MURPHY, JULIET	15,731.00		
O'LEARY, DANIEL	15,871.00		2,625.00
POGARIAN, SHEILA	7,622.00		
<i>- Student Support Substitute -</i>			
AHERN, JOAN	3,364.16		
ANDERSEN, JOANNE	10,797.66		
BOUCHER, NORA	1,043.28		
CHAUHAN, REETU	211.14		
CORAZZINI, ANNE	327.40		98.22
DOHERTY, SUSAN	3,829.59		
DOUROS, HOLLY	8,663.67		
GOOSE, JACQUELYN	244.22		
HERNANDEZ, STEPHEN	11,775.13		75.00
KILROY, PATRICIA	10,699.44		3,156.00
KORIN, MYRA	10,797.66		
MAKRANSKY, BARBARA	665.28		
OLSON, KELLY	393.66		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>All Other Personnel</u>			
<i>- Student Support Substitute -</i>			
PACHECO, MARIA	2,242.28		
PEARL, JANET	10,797.66		
STREETER, DEBRA	235.98		
STRUENSE, STEPHANIE	7,874.04		
TOWNE, DENISE	5,509.98		
<i>- Substitute Food Service Worker -</i>			
DEMASI, CAROL	6,756.78		
EVERETT, DIANE	1,459.28		
FAMINA RODRIQUEZ, SONIA	533.60		
FLOOD, MARION	58.88		
HEAFEY, DIANE	1,001.20		
LENTINI, ELIZABETH	1,625.51		
LORING, SUSAN	202.92		
PRESTERA, GRACE	1,796.02		
SHAHVARI, JOANNE	297.52		
SLAMIN, HOLLY	795.47		
<i>- Substitute Nurse -</i>			
ANDERSON, SUSAN	146.00		
CROSS, ELIZABETH	23,248.04		360.00
FITZGERALD, ANNE	844.00		
GEMMELL-STEINBERG, ELIZABETH	1,811.90		
HESPELT, SUSAN	295.00		
KACIAN, PATRICIA	748.50		
LEWANDOWSKI, CHERYL	3,287.50		
MARCINKIEWICZ, NICOLE	3,836.50		
RIVARD-GARVEY, MARTHA	396.43		
SCANLON, MARY	332.00		
WILKINSON, BEVERLY	73.00		
<i>- Substitute Teacher -</i>			
AZANOW, LINDA	298.00		
BARON, MICHAEL	148.00		
BERELOWITZ, ELANA	4,835.39		
BERNSTEIN, ROBERT	1,354.00		
BLUM, ANDREW	1,750.00		
BORNFRIEND, CARRIE	1,365.38		
BRESNICK, STEPHEN	4,568.88		
BROWNE, JULIE	1,036.00		
BURNS, JOSEPH	222.00		
BUSCHENFELDT, DAVID	928.00		
BUTLAND, VICTORIA	144.00		
CAMELIO, WILLIAM	146.00		
CARR, DEBORAH	370.52		
CARR, KAREN	4,503.33		
CARTY, MARY	717.84		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

All Other Personnel	Base Salary	Overtime	Paid Details/ Other Pay
<i>- Substitute Teacher -</i>			
CHAPMAN, AMY	182.50		
COLELLA, ANDREW	6,264.00		
CONNERY, LISA	606.50		
CONNOLLY, MATTHEW	2,358.00		
CUNNIFF, ERIN	2,705.08		
CUNNIFF, MARY	440.64		
CUNNIFF, MOLLIANNE	1,351.04		
DELORIE, ELEANOR	2,434.88		
DILLAWAY, SARAH	8,540.03		
DIMATTEO, GEORGE	666.00		
DOOHER, JOSEPH	292.00		
DUNCAN, DOUGLAS	292.00		
ENGLE, ADAM	11,828.00		
FRECHETTE, MATTHEW	292.00		
FULLER, ROBERT	3,065.00		
GAUDET, COLETTE	146.00		
GENOVESE, CLELIA	3,290.00		
GHILANI, ROBERT	2,831.00		
GRADY, ANN	1,541.82		
HARDING, LINDA	2,531.48		
HEPP, RUTH	3,824.28		
HERTZBERG, MARTHA	1,205.00		
JAKOBSEN, JAMES	148.00		
JORDAN, NINA	2,266.48		
KENNEDY, LINDA	146.88		
KOLTOV, JENNIFER	144.00		
KUTOK, DEBRA	1,848.32		
LACOUTURE, CHRISTINE	588.00		
LEVY, WALTER	3,291.00		
LEWIS, MICHAEL	1,933.00		
LOUNSBURY, ZITA	6,221.37		
MACISAAC, DANIEL	9,754.92		
MACONE, JONATHAN	1,334.00		
MAGARIE, BARBARA	1,642.47		
MAHONEY, ROSEMARY	3,344.00		
MCGEE, BEVERLY	8,077.31		
MCMAMARA, MEREDITH	2,706.77		
MCONIFF, LINDA	511.44		
MEI, JULIE	2,578.00		
MERSON, JAN	12,635.00		
MINSHULL, ROBERT	6,015.00		
MUEHLEISEN, NATHAN	82.00		
MUNDY, PETER	363.00		
NISHANIAN, NANCY	203.58		
			1,785.25

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>All Other Personnel</u>			
<i>- Substitute Teacher -</i>			
O'NEIL, MARY	3,166.00		
PACIONE, MARY	9,746.50		
PANDIL, CHARLES	8,250.56		
PANSIRE, CHARLOTTE	1,984.01		
PARSONS, THOMAS	540.50		
PENMAN II, ROBERT	1,095.00		
PESKIN, PHYLLIS	4,450.62		
PETTEPIT, ANN	2,433.00		
POOLE, VICTORIA	803.00		
PRATT, ROBYN	1,132.00		
RANDAZZO, JEAN	955.68		
RESTIVO, MARIA	4,883.10		
RILEY, PATRICIA	4,857.50		
ROBBINS, MARK	401.05		
SALTZBERG, STEPHANIE	222.52		
SASONOFF, KRISTEN	438.44		
SCAMPINI, ADAM	513.52		
SCIOLI, FELICE	7,042.00		
SPIELMAN, GERALD	874.00		
STECKLOFF, JENNIFER	1,092.52		
STEWART, LEOLA	12,175.52		
TAMULEVIZ, JOSEPHINE	5,192.19		
TESTA, DONNA	3,634.00		
THOMAS, JANE	3,436.38		
TOLLAND, JEAN	329.16		
TREDWAY, PATRICIA	2,289.00		
VANTASSEL, JULIE	439.76		
WHITE, JASON	73.00		
WINSELAAR, LINDSEY	73.00		
WISHEART, MARIANNE	1,765.98		
WOLPE, LAWRENCE	834.00		
ZIBEL, CINDY	365.00		
ZITRON, ERICA	72.00		
<i>- Summer Academics -</i>			
BROWN, CAROLYN	991.44		
COHEN, PAULA	1,701.00		
COTTER, KEVIN	956.25		
RICH, WILLIAM	2,429.50		
SALSICH, ANNE	1,276.02		
SERGI-GOTT, NANCY	2,265.25		
THIFFAULT, KELLY	3,378.24		
ZAGLIN, BETH	986.00		

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
<u>All Other Personnel</u>			
- Title I Teacher -			
TRACY, TERRY	17,412.79		
WHEALAN, JAMES	1,111.20		
- Tutors -			
BALK, LAUREN	1,970.56		
COHEN, STEPHANIE	1,728.59		
CRAWFORD, DANIEL	8,709.66		
MORSE, RICHARD	450.00		195.84
PACKER, MARJORIE	680.16		
POTTS, REBECCA	159.12		
SOMA, GAYLE	1,745.60		
WEINERT, FRANK	1,602.24		
WILGOREN, STACEY	72.00		
WINNICK, AMY	4,932.51		
Total All Other Personnel	\$1,120,594.92	\$7,637.02	\$22,851.35
<u>Golf Enterprise Fund</u>			
- Manager Sassamon Trace Golf Course -			
MEAGHER, PETER	39,138.43		
- Assistant Manager Golf Course -			
PAOLETTI, PAUL	12,302.38	1,305.23	
- Cart Attendants -			
ANNUNCIATA, RICHARD	414.04		
FRUNEAUX, MARCO	4,259.31		
KILLEEN, RYAN	3,027.74		
O'REILLY, CRAIG	882.75		
- Club House Attendants -			
DOUCETTE, THOMAS	5,384.55		
FORD, SUSAN	1,710.06		
PARKER, ROBERT	3,331.40		
PLAYER, MICHAEL	3,216.69		
SUR, STEPHEN	9,116.46	37.76	
TOMASETTI, JAMES	2,334.44		
WATERS, JUSTIN	3,819.60		
- Ranger/Starters Golf Course -			
DAVIS III, JOHN	1,194.55		
FILLEDES, TASSOS	1,310.97		
KENIRY, ROBERT	2,559.36		
LONGERI, CARL	2,530.14		
NELSON, TIMOTHY	624.74		
SHEINFELD, ROBERT	4,265.25		
Total Sassamon Trace Golf Course	101,422.86	1,342.99	0.00

TOWN OF NATICK
ANNUAL EARNINGS
FOR THE CALENDAR YEAR 2004

	Base Salary	Overtime	Paid Details/ Other Pay
Water & Sewer Enterprise			
Utility Billing			
- Executive Assistant -			
KELLEY, ELIZABETH	40,096.44	2,427.72	
- Department Assistant -			
WURTH, CAROL	35,834.34	1,234.64	
Water & Sewer			
- Division Supervisor Water & Sewer -			
PERODEAU, JOHN	75,479.31		
- Chief Plant Operator -			
PERODEAU, RICHARD	51,741.91	2,972.56	
- General Foreman -			
BURKE, EDWARD	48,142.46	5,316.38	
- Working Foreman -			
FOSBERG, CHARLES	41,877.36	6,094.95	
GARVEY, JAMES	42,210.98	6,275.95	
- Heavy Equipment Operator -			
GRAHAM, DAVID	39,380.22	1,521.11	
HALFREY, ALAN	40,092.41	8,101.36	
MCDANIEL, MICHAEL	40,124.88	14,714.41	
CHRISTENSEN, SCOTT	9,058.20	332.48	
DOLLAWAY, JEFFREY	38,542.53	7,002.61	
SPURLING, SCOTT	44,855.36	9,507.43	
- Night Operator Treatment Plant -			
SLAMIN, JOHN	45,751.10	8,828.37	
- Pumping Station Leadman -			
AIELLO, WILLIAM	42,842.45	5,272.11	
- Pumping Station Operator -			
HEFFLER, STEVEN	47,237.97	12,152.36	
PARKER, RONALD	40,801.02	1,755.63	
BROWN, ROBERT	25,858.10	993.35	
- Skilled Laborer -			
MCGEEVER, MICHAEL	34,159.26	5,591.89	
D'INNOCENZO, MATTHEW	17,099.94	352.69	
DREW, ALEX	36,067.93	9,426.42	
HUTCHINSON, DONALD	38,238.84	1,976.66	
- Craftsman-			
MAHONEY, THOMAS	39,532.45	8,996.89	
- Intern Co-op Worker -			
HANSEN, JEFFREY	4,407.32		
- Meter Mechanic -			
MOODY, JOHN	41,827.86	3,762.93	
- Meter Reader -			
SULLIVAN, DENNIS	38,393.75	440.39	
- Laborer Part-Time -			
PERODEAU, JOHN	137.28		
Total Water & Sewer Enterprise	\$999,791.67	\$125,051.29	\$0.00

TOWN OF NATICK
Summary of Annual Earnings By Agency
FOR THE CALENDAR YEAR 2004

Agency	Base Salaries	Overtime	Paid Details/ Other Pay
<u>Municipal Agencies:</u>			
General Government	\$2,079,474.49	\$23,414.56	\$5,153.31
Public Works	\$2,666,027.99	\$281,350.21	\$350.00
<i>Public Safety:</i>			
Fire	\$4,823,840.82	\$422,843.00	\$73,190.39
Police	\$3,939,325.86	\$371,936.28	\$541,300.63
<i>Health & Human Services:</i>			
Neighborhood Bus	\$118,473.53	\$2,911.46	\$0.00
Veterans	\$91,313.24	\$0.00	\$0.00
Council Aging	\$192,260.95	\$22.16	\$0.00
Dept Public Health	\$273,543.12	\$163.77	\$6,617.36
Parks & Recreation	\$981,598.94	\$1,660.49	\$9,568.84
Human Services	\$21,316.29	\$0.00	\$0.00
<i>Public Libraries:</i>			
Morse Library	\$1,149,752.74	\$38,623.11	\$2,578.00
Bacon Free Library	\$20,949.31	\$0.00	\$0.00
<i>Unclassified Departments:</i>			
Non Contributory Pensions	\$156,618.44	\$0.00	\$0.00
Contributory Retirement System	\$111,603.25	\$0.00	\$0.00
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Total Municipal Departments	\$16,626,098.97	\$1,142,925.04	\$638,758.53
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<u>Educational Agencies:</u>			
Natick Public Schools			
Central Administration	\$1,436,462.30	\$331.34	\$14,326.39
After School Alternative Program	\$119,950.70	\$1,002.39	\$0.00
Bennett-Hemenway School	\$1,968,837.28	\$11,158.62	\$31,554.84
Brown School	\$1,455,915.37	\$8,855.87	\$29,908.30
Johnson School	\$1,011,432.93	\$9,362.56	\$17,970.74
Lilja School	\$1,349,057.49	\$11,883.77	\$19,166.91
Memorial School	\$1,599,865.31	\$11,841.94	\$28,353.50
Kennedy Middle School	\$2,676,700.80	\$27,837.73	\$76,180.61
Wilson Middle School	\$3,509,906.39	\$30,632.57	\$87,055.24
Natick High School	\$6,481,882.18	\$85,520.05	\$257,035.97
Elementary Specialists	\$869,127.76	\$0.00	\$7,762.33
Pupil Personnel Services	\$4,072,695.06	\$0.00	\$91,465.59
Guidance Services	\$855,500.87	\$0.00	\$20,804.64
Long Term Substitutes	\$269,878.05	\$0.00	\$2,840.00
All Other Personnel	\$1,120,594.92	\$7,637.02	\$22,851.35
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Total Public Education Departments	\$28,797,807.41	\$206,063.86	\$707,276.41
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Grand Total	\$45,423,906.38	\$1,348,988.90	\$1,346,034.94
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Enterprise Funds			
Sassamon Trace Golf Course	\$101,422.86	\$1,342.99	\$0.00
Water & Sewer Enterprise	\$999,791.67	\$125,051.29	\$0.00
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Total Enterprise Funds	\$1,101,214.53	\$126,394.28	\$0.00



Town of Natick Street Map



When You Want Information On....

POLICE/FIRE/AMBULANCE (EMERGENCY)

911

HOSPITAL

650-7000

		<u>Telephone</u>
Birth Certificates	Town Clerk	647-6430
Building Permits	Building Inspector	647-6450
Burial Permits	Health Department	647-6460
Community Farm	Natick Community Farm	655-2204
Council on Aging	Senior Citizen Center	647-6540
Death Certificates	Town Clerk	647-6430
Disabilities	Com. On Handicapped Affairs	647-6519
Dog Licenses	Town Clerk	647-6430
Elections	Board of Registrars	647-6459
Fire (non-emergency)	Fire Department HQ	647-9550
Fishing & Hunting Licenses	Town Clerk	647-6430
Health	Health Department	647-6460
Housing Authority	4 Cottage Street	653-2971
Human Services	Town Hall	647-6519
Library	Morse Institute	647-6520
Licenses	Board of Selectmen	647-6410
Lights, Street	Board of Selectmen	647-6410
Marriage Certificates	Town Clerk	647-6430
By-Laws, Town	Town Clerk	647-6430
Plumbing Permits	Building Department	647-6450
Police (non-emergency)	Police Department	647-9510
Public Transportation	Natick Neighborhood Bus	647-6446
Recreation Workshops & Programs	Recreation & Parks Dept.	647-6530
Rubbish & Trash Collection	Public Works Department	647-6550
School Department	Main Number, NHS	647-6600
Selectmen	Board of Selectmen	647-6410
Sewers	Public Works Department	647-6550
Street Maintenance	Public Works Department	647-6550
Tax Assessments	Assessors	647-6420
Tax Collections	Tax Collector	647-6425
Voting, Registration	Board of Registrars	647-6459
Water Bills	Tax Collector	647-6425